

**CURRICULUM VITA**  
JEAN KIMMEL

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Department of Economics  
Western Michigan University  
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Education      Ph.D., Economics, University of North Carolina at Chapel Hill, June 1990  
                      M.A., Economics, University of Delaware, August 1984  
                      B.A., Economics, George Washington University, 1982

Graduate Fields      Labor Economics, Econometrics, Public Finance

Areas Of Interest      Gender Differences in Time Use; Female Employment Issues, Child Care  
(Costs, Choices, and Workers); Gender Differences in Well-Being;  
Moonlighting; Disability and Wages; Low Wage Workers.

Professional Experience and Affiliations

Fall 2008 - Present      Professor of Economics, WMU  
Fall 2001- 2008      Associate Professor of Economics, WMU (tenured Fall 2004)  
2005 - Present      Research Fellow, The Institute for the Study of Labor (IZA; Germany)  
2005 - Present      Local Affiliate, National Poverty Center; University of Michigan  
1989-2001      Senior Economist, W. E. Upjohn Institute for Employment Research  
(October 1989 to 1997: Economist)  
Fall 1995:      Visiting Assistant Professor, Kalamazoo College, Department of  
Economics (Instructor for Senior Seminar: Economics of Race and  
Gender)  
Fall 1997:      Adjunct Associate Professor, Western Michigan University, Department of  
Economics (Instructor for Micro Principles; 1991 through 1997: Adjunct  
Assistant Professor)  
1984-1989:      Lecturer, Teaching Assistant, and Research Assistant, University of North  
Carolina (Taught Micro/Macro Principles and Intermediate Micro)  
1984:      Intern, U.S. Department of Transportation  
1982-1983:      Research Assistant, University of Delaware

### Awards, Fellowships and Contracts

- Winner of Western Michigan University's CAS Gender Scholar Award, 2014. Public Lecture Title: "How do Mothers and Fathers in the United States Really Feel About Child Caregiving? Evidence from the American Time Use Survey," drawn from research coauthored with Rachel Connelly.
- Co-Recipient (with Rachel Connelly) of a \$64,616 research grant from the W.E. Upjohn Institute for Employment Research (2005-2008); to write book titled: *The Role of Caregiving in Mothers' Time Use: Recent Evidence from the New American Time Use Survey*.
- Co-Recipient (with Rachel Connelly) of the Georgescu-Roegen Prize for best article published in the *Southern Economic Journal* in Vol. 69 (2002-2003).
- Recipient of NSAF's \$20,000 Small Research Grant (Urban Institute); 2003.  
Project Title: "A Detailed Examination of the Motherhood Wage Gap: The Relative Importance of Education, State Leave Policies, and Nonwage Benefits"
- Co-recipient (with Rachel Connelly) of a \$30,000 Small Grant from the Northwestern University/University of Chicago Joint Center for Poverty Research; 1998-1999.  
Project Title: Marital Status and Full-time/Part-time Work Status in Child Care Choices.
- Contract with State of Ohio to Evaluate the JOBS Student Retention Program; 1994-1995; Co-Principal Investigator (with Kevin Hollenbeck).
- National Science Foundation Planning Grant for Women; 1994-1996.  
Project Title: Health-Related Employment Barriers for Welfare Recipients
- University of North Carolina Graduate School Fellowship; 1989.
- George Washington University 4-year full tuition athletic scholarship (1978-1982).

### Courses Taught

- Women and the Economy (WMU, multiple semesters; also as hybrid and fully online)
- First Year Experience Seminar (WMU, Fall 2005, 2007, 2008, 2009)
- Economic Issues (WMU, multiple semesters)
- Economics of Elementary Education (WMU, multiple semesters)
- Labor Economics (WMU; multiple semesters)
- Principles of Microeconomics (WMU; Summer 2012)
- Intermediate Microeconomic Theory (WMU; multiple semesters; UNC-CH, Summer 1989)
- Graduate Labor Economics I (WMU; Fall 2004, 2005, 2009 and 2011)
- Graduate Research Workshop (WMU; Fall 2006, Spring 2013)
- The Economics of Race and Gender (Senior Seminar; Kalamazoo College; Fall 1995)
- Principles of Economics (UNC-CH; Fall 1988 and Spring 1989)

Refereed Journal Publications

- Rachel Connelly and Jean Kimmel. 2015. "If You're Happy and You Know it, Clap Your Hands: How do Mothers and Fathers Really Feel about Child Caregiving?" *Feminist Economics*, Vol. 21(1), pp. 1-34.
- Jyoti Rai and Jean Kimmel. 2015. "Gender Differences in Risk Preferences: An Empirical Study using Attitudinal and Behavioral Specifications of Risk Aversion," *Research in Labor Economics*, Vol. 42, pp. 61-91
- Wodajo, Tadesse and Jean Kimmel. 2013. "Explaining Changes in the Racial Digital Divide in the United States from 1997-2007," *Economics of Innovation and New Technology* Volume 22, Issue 5, pp. 483-518.
- Connelly, Rachel and Jean Kimmel. 2011. "The Role of Nonstandard Work Hours in Maternal Caregiving for Young Children," *Eastern Economic Journal*, Vol. 37, No. 2 (Spring), pp. 248-269.
- Connelly, Rachel and Jean Kimmel. 2009. "Spousal Influences on Parents' Non-market Time Choices," *Review of the Economics of the Household* Vol. 7, No. 4 (December), pp. 361-394.
- Connelly, Rachel and Jean Kimmel. 2009. "Spousal Economic Factors in ATUS Parents' Time Choices," *Social Indicators Research* Vol. 93, No. 1; pp. 147-153.
- Catalina Amuedo-Dorantes and Jean Kimmel. 2009. "Moonlighting Behavior Over the Business Cycle," *Economic Inquiry* Vol. 47, No. 4 (October), pp. 754-65.
- Kevin Hollenbeck and Jean Kimmel. 2008. "Differences in the Returns to Education for Males by Disability Status and Age of Disability Onset," *Southern Economic Journal* Vol. 74, No. 3 (January), pp. 707-24.
- Jean Kimmel and Rachel Connelly. 2007. "Determinants of Mothers' Time Choices in the United States: Caregiving, Leisure, Home Production, and Paid Work," *Journal of Human Resources* Vol. 42, No. 3 (Summer), pp. 643-681.
- Jean Kimmel and Lisa Powell. 2006. "Nonstandard Work and Child Care Choices of Married Mothers," *Eastern Economic Journal* Vol. 32, No. 3 (Summer), pp. 397-419; earlier draft circulated as WMU Department of Economics WP # 03-03.
- Jean Kimmel. 2006. "Child Care, Female Employment, and Economic Growth" *Journal of the Community Development Society* Vol. 37, No. 2 (Summer), pp. 1-34; first draft presented

at the May 2005 conference *Articulating the Economic Significance of the Childcare Sector*, sponsored by Cornell University.

Catalina Amuedo-Dorantes and Jean Kimmel. 2005. "The Motherhood Wage Gap: The Role of Education and Fertility," *Review of Economics of the Household*, Vol. 3, No. 1, pp. 17-48; Guest Editor: Siv Gustafsson; earlier draft circulated as WMU Department of Economics WP # 03-07.

Rachel Connelly and Jean Kimmel. 2003. "Marital Status and Full-time/Part-time Work Status in Child Care Choices," *Applied Economics*, Vol. 35, No. 7 (May), pp. 761-777, earlier draft circulated as Upjohn Institute Working Paper #99-58.

Rachel Connelly and Jean Kimmel. 2003. "The Effect of Child Care Costs on the Labor Force Participation and Welfare Reciprocity of Single Mothers: Implications for Welfare Reform," *Southern Economic Journal*, Vol. 69, No. 3 (January), pp. 498-519.

Kevin Hollenbeck and Jean Kimmel. 2002. "The Role of Postsecondary Education in Welfare Reform: Ohio's JOBS Student Retention Program," *Evaluation Review*, Vol. 26 No. 6 (December); pp. 398-424; earlier draft circulated as Upjohn Institute Working Paper # 97-48.

Jean Kimmel and Karen Conway. 2001. "Who Moonlights and Why? Evidence from the SIPP," *Industrial Relations*, January, Vol. 40, No. 1, pp. 89-120; earlier draft circulated as Upjohn Institute Working Paper # 95-40.

Jean Kimmel and Lisa M. Powell. 1999. "Moonlighting Trends and Related Policy Issues in Canada and the United States," *Canadian Public Policy*, Volume 25, No. 2, pp. 207-231.

Jean Kimmel and Thomas J. Kniesner. 1998. "New Evidence on Labor Supply: Employment versus Hours Elasticities by Sex and Marital Status," *Journal of Monetary Economics*, Volume 42, No. 2 (October), pp. 289-301; earlier draft circulated as Upjohn Institute Working Paper # 93-19.

Karen Conway and Jean Kimmel. 1998. "Male Labor Supply Estimates and the Decision to Moonlight," *Labour Economics*, Volume 5, No. 2 (June), pp. 135-166; earlier draft circulated as Upjohn Institute Working Paper #92-09.

Jean Kimmel. 1998. "Child Care Costs as a Barrier to Employment for Single and Married Mothers," *Review of Economics and Statistics*, Volume 80, No. 2 (May), pp. 287-299; earlier draft circulated as Upjohn Institute Working Paper #92-14.

- Jean Kimmel. 1997. "Reducing the Welfare Dependence of Unmarried Mothers: Health-Related Employment Barriers and Policy Responses," *Eastern Economic Journal*, Vol. 23, No.2, (Spring), pp.151-163; earlier draft circulated as Upjohn Institute Working Paper # 96-43.
- Jean Kimmel. 1997. "Rural Wages and Returns to Education: Differences Between Whites, Blacks, and American Indians," *Economics of Education Review*, Vol. 16, No. 1, (Winter), pp. 81-96; earlier draft circulated as Upjohn Institute Working Paper # 94-27.
- Jean Kimmel. 1995. "The Effectiveness of Child Care Subsidies in Encouraging the Welfare to Work Transition of Low-Income Single Mothers," *American Economic Review (Papers and Proceedings)*, Vol. 85, No. 2 (May), pp. 271-275.

#### Other Publications and Reports

- Connelly, Rachel and Jean Kimmel. 2014. "Gender Differences in Unpaid Time Use: Differences by Family Structure," chapter included in edited volume titled *Is Anyone Doing Homework? Time Use in the American Family* edited by Esther Redmount; ABC-Clio Press, Volume II.
- Connelly, Rachel and Jean Kimmel. 2010. *The Role of Caregiving in Mothers' Time Use: Recent Evidence from the New American Time Use Survey*, W.E. Upjohn Institute for Employment Research, Kalamazoo MI, 165 pgs.
- Jean Kimmel. 2008. "Introduction," *How Do We Spend Our Time? Recent Evidence from the American Time Survey*, edited by Jean Kimmel; Kalamazoo: W.E. Upjohn Institute for Employment Research, pp. 1 - 9.
- Jean Kimmel, 2008. *How Do We Spend Our Time? Recent Evidence from the American Time Survey*, edited by Jean Kimmel; Kalamazoo: W.E. Upjohn Institute for Employment Research, 187 pgs.
- Catalina Amuedo-Dorantes and Jean Kimmel. 2006. "Can the Family Earnings Gap be Reduced by Postponing Maternity," in *Education and Postponement of Maternity: Economic Analyses for Industrialized Countries*; edited by Siv Gustafsson and Adriaan Kalwij; New York: Kluwer Press, pp. 175-206.
- Jean Kimmel and Lisa Powell. 2006. "Nonstandard Work and Child Care Choices: Implications for Welfare Reform," chapter included in *From Welfare to Child Care*; New York: Lawrence Erlbaum Associates, Inc., pp. 129-148.

- Catalina Amuedo-Dorantes and Jean Kimmel. 2005. "Introduction" to Special Issue on the Family in Public Finance," *Public Finance and Management*, Vol. 5 #1, pp. 1-5.
- Jean Kimmel. 2005. Review of *Child Care and Inequality: Rethinking Carework for Children and Youth*, 2002, (edited by Francesca M. Cancian, Demie Kurz, Andrew S. London, Rebecca Reviere, and Mary C. Tuamini), *Feminist Economics*, Vol. 11, No. 1 (March), pp. 153-158.
- Jean Kimmel and Catalina Amuedo-Dorantes. 2004. "The Effects of Family Leave on Wages, Employment, and the Family Wage Gap: Distributional Implications," *Journal of Law and Policy*, Volume 15 (May).
- Jean Kimmel. 2003. Review of *America's Childcare Problem: The Way Out* (Suzanne W. Helburn and Barbara R. Bergmann); *Journal of Socio-Economics*, Volume 32, Issue 5, pp. 597-599.
- Jean Kimmel. 2003. "The Child Care Problem for Low Income Working Families." Invited chapter in *Economics of Gender and the Family* (edited by Karine S. Moe); Blackwell.
- Rachel Connelly and Jean Kimmel. 2003. "Child Care and Marriage." Invited chapter in *Marriage and the Economy: Theory and Evidence from Advanced Industrial Societies* (edited by Shoshana Grossbard-Shechtman); Cambridge University Press.
- Jean Kimmel and Karen Smith Conway. 2002. Invited Commentary on "The Moonlighter," *Harvard Business Review*, November.
- Jean Kimmel and Emily Hoffman, co-editors. 2002. *The Economics of Work and Family*, Kalamazoo MI: W.E. Upjohn Institute for Employment Research.
- Jean Kimmel. 2002. Introductory chapter to *The Economics of Work and Family*, co-edited by Jean Kimmel and Emily Hoffman, Kalamazoo MI: W.E. Upjohn Institute for Employment Research, pp. 1-6.
- Jean Kimmel and Lisa M. Powell. 2001. "A Comparative Analysis of Moonlighting and Related Policy Issues in Canada and the United States.," *Working Time in Comparative Perspective*, Volume II: Life-Cycle Working Time and Nonstandard Work, edited by Susan Houseman and Alice Nakamura; Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Jean Kimmel. 2000. "Employment-Related Child Care Issues: What We Know and What We Do Not," *Employment Research*, Vol. 7, No. 1 (April).

Jean Kimmel. 1998. "Child Care and Federal Policy," *Employment Research*, Vol. 5, No. 1 (Spring).

Kevin Hollenbeck and Jean Kimmel. 1996. *An Evaluation of the Ohio JOBS Student Retention Program*; reported submitted to the State of Ohio, February.

Jean Kimmel. 1995. "Moonlighting in the United States," *Employment Research*, Vol. 2, No. 1 (Spring).

Jean Kimmel. 1994. "The Role of Child Care Costs in Welfare Reform," *Employment Research*, Vol. 1, No. 2 (Fall), pp. 1-4.

#### Articles, Chapters, Books and Book Reviews in Progress or Under Review

Kimmel, Jean and Tadesse Wodajo. 2014. "The Superiority of the Double-Hurdle Model with Time Use Data: An Application Examining Computer and Internet Use at Home, under revision for journal submission.

Kimmel, Jean. Manuscript in Progress. Editor (and author of introduction) of *Award-Winning Economists Speak on Contemporary Economic Issues*, to be published by the W.E. Upjohn Institute for Employment Research.

Rachel Connelly and Jean Kimmel. Draft in Progress. "Differences by Education in Couples' Division of Unpaid Household Labor and Child Care."

Catalina Amuedo-Dorantes and Jean Kimmel. 2013. "The Importance of Non-wage Benefits in the Motherhood Wage Gap," under revision for journal submission.

Solomon, Blen and Jean Kimmel. 2012. "Testing the Inverseness of Fertility and Labor Supply: The Case of Ethiopia," undergoing revision for journal submission.

#### Conference Papers, Presentations, and Invited Lectures

"How do Mothers and Fathers in the United States Really Feel About Child Caregiving? Evidence from the American Time Use Survey," drawn from research coauthored with Rachel Connelly. Public Lecture given at WMU in March 2014 upon receipt of the WMU CAS Gender Scholar Award.

"If You're Happy and You Know it, Clap Your Hands: How Do We Really Feel About

Caregiving?” (coauthored with Rachel Connelly); presented at the January 2013 ASSA meeting.

“Overcoming the Single Diary per Household Problem in the ATUS,” (coauthored with Rachel Connelly); presented at the June 2009 American Time Use Research Conference held in Washington, D.C..

“Testing the Inverseness of Fertility and Labor Supply: The Case of Ethiopia,” (coauthored with Blen Solomon); presented at the January 2009 ASSA meeting.

“Nonmarket Time Allocation in a Family Setting” (coauthored with Rachel Connelly); presented at the January 2007 ASSA meeting in Chicago, IL; May 2007 IZA Time Use Workshop in Bonn, Germany; October 2007 meeting of the International Association of Time Use Research in Washington D.C.

“The Impact of Nonstandard Work on Caregiving for Young Children,” (coauthored with Rachel Connelly), presented at the March 2006 Population Association of America meeting and the May 2006 Society of Labor Economists meeting.

“Is Time Spent on Child Care Home Production or Leisure? Recent Evidence from the New American Time Use Survey,” (coauthored with Rachel Connelly), presented at the January 2006 ASSA meeting, November 2005 meeting of the Southern Economic Association meeting; November 2005 meeting of the International Association for Time Use Research; December 2005 BLS/University of Maryland’s Early Results Conference.

“The Importance of Nonwage Benefits in the Motherhood Wage Gap,” presented at the June 2005 meeting of the Society of Labor Economists meeting (coauthored with Catalina Amuedo-Dorantes).

“Child Care, Employment and Economic Growth” presented at the May 2005 invited conference titled *Articulating the Economic Significance of the Childcare Sector*, sponsored by Cornell University.

“Moonlighting Behavior Over the Business Cycle” (with Catalina Amuedo-Dorantes), presented at the May 2004 Society of Labor Economists meeting.

“The Effects of Family Leave on Wages, Employment, and the Family Wage Gap: Distributional Implications” (with Catalina Amuedo-Dorantes), November 2003 Southern Economic Association meeting.

“Do Higher Educated Women Delay Fertility to Mitigate the Motherhood Wage Gap?” (with



Catalina Amuedo-Dorantes), October 2002 conference on “Fertility and Postponement of Maternity,” January 2003 ASSA meeting, WMU Department of Economics January 2003, Population Association of America, May 2003, Society of Labor Economists meeting September 2003 (rescheduled from May 2003).

“A Longitudinal Analysis of Child Care Workers’ Wages,” (with Rachel Connelly), presented at the Midwest Economics Association meeting, March 2002 and January 2003 ASSA meeting.

“The Importance of Work Schedules in the Child Care Arrangements of Recent Welfare Leavers” (with Lisa Powell); presented at the invited conference: *From Welfare to Child Care: What Happens to Infants and Toddlers When Single Mothers Exchange Welfare for Work?*; May 2001; also presented at ASSA meeting, January 2002.

“The Returns to Education and Basic Skills Training for Individuals with Poor Health or Disability” (with Kevin Hollenbeck); WMU Department of Economics, March 2001; ASSA meeting, January 2001.

“The Effect of Child Care Costs on the Labor Force Participation and Welfare Reciprocity of Single Mothers: Implications for Welfare Reform” (with Rachel Connelly); Winter Econometric Society Meeting, January 2001.

“Marital Status and Full-time/Part-time Work Status in Child Care Choices” (with Rachel Connelly); presented by coauthor at Small Grants conference sponsored by the Joint Center for Poverty Analysis, May 1999.

“Moonlighting Behavior” (with Karen Conway); presented to the Department of Economics, Western Michigan University, October 1998.

“An Evaluation of a Welfare-to-Education-to-Work Program in Ohio Using Administrative Data” (with Kevin Hollenbeck); presented at the First Annual Joint Center for Poverty Research conference (Northwestern University and University of Chicago), June 1997.

“Is the Glass Half Empty or Half Full? The Relative Economic Status of African Americans,” Martin Luther King Jr. Day invited lecture, Department of Economics, Western Michigan University, January 20, 1997.

“Comparative Study of Moonlighting in the United States. and Canada” (with Lisa Powell); presented jointly at Statistics Canada/Upjohn Institute conference on Changes in Working Time, June 1996.

“Testing the Substitution Hypothesis Using Panel Data from the SIPP” (with Thomas J. Kniesner);

presented at Winter Econometrics Society meeting, December 1989; Canadian Economic Association meeting, June 1990; Society of Labor Economists meeting, May 1996.

“Reducing the Welfare Dependence of Single-Mother Families: Health-Related Employment Barriers and Policy Responses” presented at the ASSA meeting, January 1996.

“Challenges Faced by Families in the United States,” presented as member of invited panel on Challenges to the Family in the 1990s; Canadian Economic Association meeting, June 1995.

“A Duration Model of Moonlighting” (with Karen Smith Conway); presented at Southern Economic Association meeting, November 1994; Canadian Economic Association meeting, June 1995.

“The Effectiveness of Child Care Subsidies in Encouraging the Welfare to Work Transition of Low-Income Single Mothers,” presented at ASSA meeting, January 1995.

“Racial and Gender Wage Differences,” presented at Canadian Economic Association meeting, June 1994.

“Health Insurance and the Employment Behavior of Single and Married Mothers,” presented at Winter Econometrics Society meeting, January 1993; Canadian Economic Association meeting, June 1993.

“Moonlighting Behavior: Theory and Evidence” (with Karen Smith Conway); presented at Econometrics Society meeting, January 1992; Economics Department at University of Laval, November 1992.

“Child Care and the Employment Behavior of Single and Married Mothers,” presented at Canadian Economic Association meeting, June 1992; Western Economic Association meeting, July 1992.

“New Evidence on Labor Supply: Employment versus Hours Elasticities by Sex and Marital Status” (with Thomas J. Kniesner), Canadian Economic Association annual meeting held in Victoria, Vancouver Island, June 1990; December Econometric Society Meeting, 1989.

#### Professional Service and Activities

Participant in WMU Grant Writing Workshop (October 12, 2012): NIH Demystified: Step-by-step Instructions for Writing a Proposal

External Examiner on the Ph.D. Examining Committee of Eyob Fissuh; University of

Manitoba; Spring 2009

Guest Co-Editor of *Public Finance and Management*; special issue on topic of The Family in Public Finance; 2005.

Referee for: *Labour Economics, Industrial and Labor Relations Review, Canadian Journal of Economics, Journal of Population Economics, Journal of Policy Analysis and Management, The Journal of Human Resources, Journal of Marriage and the Family, Demography, Economics of Education Review, The Review of Economics and Statistics, Social Service Review, Eastern Economic Journal, Review of Economics of the Household, British Journal of Industrial Relations, National Science Foundation–Economics and Geography/Regional Science Programs, Social Sciences and Humanities Research Council of Canada, World Bank Economic Review, Agricultural Economics, US Department of Agriculture–Food Assistance and Nutrition Research Program*

Midwestern Representative and Board Member, Committee on the Status of Women in the Economics Profession, subcommittee of the American Economic Association, 1999-2002; Guest Editor for Spring 2001 CSWEP Newsletter.

*WMU Economics Department Committee Responsibilities:*

Chair, Promotion Committee for Debasri Mukherjee (Fall 2014)  
Director of 50<sup>th</sup> Anniversary of Sichel Lecture Series (2013-2014)  
Chair, Dissertation Committee for Johanna Retana Quiros (2013 - present)  
Chair, Dissertation Committee for Jyoti Rai (2013 - present)  
Executive Committee (Fall 2012 - present; 2004 - 2006)  
Honors and Awards Committee (2001 - 2006; 2007 - 2015); chair since 2007).  
Dissertation Committee Member for Julio Hernandez (2009-2010)  
Chair, Promotion Committee for Eskander Alvi (Fall 2008)  
Dissertation Committee Chair for Jing Cai (Spring 2007 - December 2010)  
Dissertation Committee Chair for Tadesse Wodajo (Spring 2007 - December 2008)  
Sichel Lecture Series Coordinator (2006-2007)  
Instructional Development Committee (2004-2007); chair for 2005-2006  
Faculty Teaching Specialist Search Committee (2004-2005)  
Friday Seminar Coordinator (2003-2004)  
Majors Committee (2006 - present)  
Affirmative Action Committee (2001- present); chair for 2007 - present  
Graduate Program Committee (2002 - 2004; elected)  
Econometrics Search Committee (2001 - 2002)  
Dissertation Committee Member for Alex Balan (2001-2002)

*WMU University Service*

Team Member, College of Arts & Sciences Research and Scholarly and Creative Activities Team (Fall 2012 - present).

Chair for Senior Honors Thesis for Andrea Miller titled "The Family and Medical Leave Act: Effects on Women's Wages and Employment," 2011.

Member, College of Arts and Sciences Curriculum Review Committee (2007-2009)

Member, FRACASF Review Panel (January 2007 - June 2008)

Faculty supervisor for independent study for Ricky Robbins in the subject area of the Economics of Health Care, Fall 2007.

Faculty supervisor for independent study for Alexander Milks: Community Policing and Student Alcohol Use; Spring 2006

Chair for Senior Honors Thesis, Stefanie Wilde: Family and Medical Leave Policies in Europe; 2005-2006

Faculty Facilitator for WMU's First Year Experience Program Fall 2005, 2007 and 2008

WMU Faculty Mentor for McNair Scholar (Dior Cisse): 2002-2004

*Community Service*

Panel Presenter/Discussant on topic "The Shrinking Middle Class" at the Kalamazoo Valley Community College conference on Diversity, March 2007.

Presenter, "The State of Unions" at local union conference April 2002.