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The Fellow is the official peer-reviewed publication of the Ph.D. students at the School of Social Policy & Practice at the University of Pennsylvania

Spring Semester Salutations

We hope that everyone had a relaxing holiday break and we welcome you back! Last semester was quite eventful for the Ph.D. program. We experienced the physical remodel of room 305 as well as the virtual remodel of the SP2 website, both of which turned out well. There were also several great opportunities for us doctoral students to get together. These opportunities included our (almost) weekly study breaks complete with refreshments and two wonderful colloquiums. The social highlight of this semester was our DSSC trip to the Eastern State Penitentiary accompanied with a dinner at a nearby restaurant.



We want to thank everyone who helped get these events off the ground and everyone who filled volunteer positions last semester. We especially want to thank the first years for being willing to jump right in to help us all out. There were a lot of changes in volunteer positions last semester and everyone contributed to help those changes go smoothly. Thank you!!!



We hope everyone enjoys volunteering this semester as well and we want to remind you of the clothing and toiletry drive we will be having in February. Hopefully everyone will be able to help out with this drive because it will be a wonderful opportunity for us to do some real good in the community. In addition to the clothing drive there are a lot of other events planned or being planned for this semester. We plan on discussing

important topics in upcoming DSSC meetings and hope that most of you can attend. There was a small mix-up with the food for our last DSSC meeting resulting in us having a little bit of extra funding this semester, so food for upcoming meetings should be a slightly higher caliber than you may be used to... Also, we want to get you all thinking about upcoming colloquia and the media training, which should be great. The end of the year party, which will be combined with a trip to the Morris Arboretum, will also be exciting.

It should be a productive and exciting semester and we are looking forward to it!

Marlene Walk and Daniel Curtis
DSSC Co-Chairs



PEER REVIEW

We all work hard writing papers for classes, and many papers are worthy of more than just a letter grade. The Fellow provides an outlet to share unpublished manuscripts, essays, book reviews and editorials with colleagues in an effort to distribute ideas, spark debates, obtain feedback, encourage journal submissions, and support interdisciplinary collaborations. Full references are available upon request to the authors.

Who works nonstandard schedules and why? : Is it a family-friendly option?

by Minseop Kim | kmims@sp2.upenn.edu

Background: It is not uncommon to find employees working nonstandard schedules. Nonstandard work schedules are defined as work schedules that occur outside regular daytime hours (between 6 a.m. and 6 p.m.), given that about 15% of labor force is estimated to work nonstandard schedules. It is well documented that African Americans, persons with lower levels of education and skills, mothers with pre-school aged children, and individuals employed in service occupations are all more likely than others to work nonstandard hours. This begs the question of whether such individuals choose to work nonstandard schedules or whether they do so as a result of having few other alternatives? Some parents, for example, may voluntarily choose to work nonstandard schedules in order to spend the daytime with their children. Thus working nonstandard schedules might in some cases be viewed as a family-friendly work option, particularly for higher income, dual-earner families. For others, working nonstandard schedule is not a voluntary choice, but rather a product of their job, which may require a nonstandard schedule and may leave workers with no alternative but to work nonstandard hours. However, there is little known about factors that predict whether persons working nonstandard hours do so as a voluntary choice or involuntarily. To address this knowledge gap, I study empirically examine the determinants of voluntary and involuntary working nonstandard schedules.

Method: This study utilizes the 2004 Current Population Survey (CPS) May Supplement, the only nationally representative sample in the US that has information about work schedules and motivation for working nonstandard schedules. The study sample includes civilian men and women age eighteen and over who have at least one job and whose principal job is in a nonagricultural occupation. The effects of demographic, familial, and job characteristics on the likelihood of working voluntary or involuntary nonstandard schedules rather than working standard schedules are estimated by multinomial logistic regression in which the outcome variable consists of three categories according to the primary reason for working nonstandard schedules: 1) working standard schedule, 2) voluntarily working nonstandard schedules, and 3) involuntarily working nonstandard schedules. Given the degree of incomplete data, multiple imputation is utilized and

clustering issues are dealt with by Huber-White standard error correction.

Results: The findings show that family income has nonlinear effects on the likelihood of working nonstandard schedules either voluntarily or involuntarily over standard schedules. Only the highest income group in dual-earner families are less likely to (both voluntarily and involuntarily) work nonstandard schedules over standard schedules while the odds that lower income groups voluntarily work nonstandard schedules is lower than that for middle and high income groups, regardless of family structure. The effect of having children varies according to family structure. For dual-earner families, parents with children under age five are more likely than their counterparts with no children to voluntarily work nonstandard hours whereas single parents with children are more likely than single parents with no children to work standard schedules. It is also found that the effect of having children is differed by parental gender. In particular, the odds that mothers voluntarily choose to work nonstandard hours rather than standard schedules are higher than that for fathers when they have children under the age of two. With regard to job characteristics, the likelihood of working nonstandard hours either voluntarily or involuntarily varies by occupation. Employees in service and sales occupations are more likely to work nonstandard schedules involuntarily. However, it is noteworthy that service and sale occupation workers are also found to be more likely to voluntarily work nonstandard hours, which possibly indicates a reverse causation (i.e. individuals who choose to work nonstandard schedules have a service or sales related job).

Implications: This study suggests that nonstandard schedules may serve as a family-friendly option that enables dual-earner families with children to balance work and family responsibilities. However, for single parents with children who may have difficulties finding child care services while they work, it is equally possible that nonstandard schedules are viewed as a family-unfriendly option, if working such schedules is required by their job. In addition, given that it is harder for low-income parents to exercise choice in setting their work schedule, it appears that working nonstandard schedules voluntarily is not a viable family-friendly work option for low-income families.

ALUMNI SPOTLIGHT

Hwa-ok Bae, Ph.D.

Associate Professor, Department of Social Welfare, College of Social Sciences,
Gyeongsang National University, Jinju, South Korea

Tell us about your work at Gyeongsang National University and how it relates to your research at Penn.

I have been an Associate Professor at Gyeongsang National University in the Department of Social Welfare for seven years. I teach courses on several topics each semester, such as child welfare, youth and social work, persons with disabilities and statistics. So far I have published several papers on domestic and international journals, and the research agenda is child maltreatment. I am quite well positioned for this study in the academic field in Korea. Marquis' Who's Who registered my name for the accomplishment in 2011 and 2012 Editions. I gained this research agenda from my dissertation that I had written for doctoral degree at Penn – Understanding the Dynamics of Child Maltreatment Recurrence. I serve as a committee member or consultant in fields of child welfare in the community, for example, a case assessment member of the Child Protective Services of Gyeongnam Province. Currently, I am writing a paper on sibling abuse and mediating effect of sibling relationship and I am preparing a paper on rates and correlates of child maltreatment recurrence in Korea. I will be on sabbatical next year, so I plan to do a comparative study of child abuse and neglect between Germany and Korea.

What experiences at Penn have been the most valuable for you – as a student and now in your job at Gyeongsang National University?

The study experience at Penn is very precious to me in several ways. I was trained to conduct studies independently while I was writing my dissertation. It helped me improve skills on writing papers for publication as well as accumulate records in the academic field. The doctoral degree at Penn gave me a big prestige after I went back to Korea. Most people regard Penn as a top social work school. The most valuable experience I obtained is self-confidence and self-respect when I was studying at Penn. I highly respect every professor who made me feel that I was a qualified student at Penn; such as Prof. Solomon, Prof. Gelles, Prof. Cnaan, Prof. Iversen and Prof. Wong who I still correspond with occasionally. Penn changed me from an ugly duckling to a fine swan.

What has been your biggest challenge as you have transitioned from being a graduate student to a faculty member at Gyeongsang National University?

It was difficult for me to get a faculty position at GNU because I was short on publications. I did not have many publications soon after I got back to Korea. I was not well prepared for a career at academia because I was not as young as others who pursue this path. The strength that I had was a long-term experience at Korea Institute for Health and Social Affairs (KIHASA). The KIHASA gave me a five years' leave for the doctoral program. As soon as I got my doctoral degree from Penn, I returned to this Institute. The prestigious doctoral degree at Penn and the long term research experience at KIHASA allowed me to get a position at Gyeongsang in spite of lacking publications.

What were your key considerations in choosing a career in academia and accepting an offer from Gyeongsang National University?

I have tried a few times to get a position at universities in the US, but I failed. The biggest challenge was language. It usually took me more than three or four times effort to write and talk properly than my American peers. Then I decided to look for a faculty position in the academia of my own country. The topic of child maltreatment recurrence is very rare in Korean academia. The key consideration for me in choosing a job in academia was stability. In this job, I can continue to conduct studies in on topics that are of interest to me.

Do you have any advice for current SP2 Ph.D. students vis-à-vis the job market and their career prospects and options?

As a faculty in Korea, I do not think I have much helpful advice for current Ph.D. students. One suggestion I do have: Before you graduate, please try to publish as many as possible. Also, I am not good at politics, but I believe integrity pays...



Publications

Byrne, T., Metraux, S., Culhane, D.P., Moreno, M. & Toros, H. (in press). Los Angeles County's enterprise linkages project: An example of the use of integrated data systems in making data-driven policy and program decisions. *California Journal of Politics and Policy*.

Metraux, S., Culhane, D.P., **Byrne, T.**, Moreno, M. & Toros, H. (2011). Young adult outcomes of youth exiting dependent or delinquent care in Los Angeles County. Los Angeles, CA: Conrad N. Hilton Foundation.

McDougle, L.M., **Greenspan, I.**, & Handy, F. (2011). Generation green: Understanding the motivations and mechanisms influencing young adults' environmental volunteering. *International Journal of Nonprofit and Voluntary Sector Marketing*, 16(4), 325-341.

dosReis, S., Yoon, Y., Rubin, D.M., Riddle, M.A., **Noll, E.**, & Rothbard, A.B. (2011). Antipsychotic treatment among youth in foster care. *Pediatrics*, 128(6), e1459-e1467.

Rothbard, A.B., **Noll, E.**, Kuno, E., Zubritsky, C.D., Hurford, M.O., Holtzer, C., Hadley, T.R. (in press). Implementing an e-prescribing system in outpatient mental health programs. *Administration and Policy in Mental Health and Mental Health Services Research*.

Schori, M. & Lawental, E. (in press). Interdisciplinary teamwork. In: M. Hovav, E. Lawental, & Y. Katan (Eds.), *Introduction to Israeli Social Work* (working title). Hakibutz Hameuhad [in Hebrew].

Schori, M., Sapir, Y., & Lawental, E. (in press). Long-term residential substance abuse treatment for women: Lessons learned from Israel. *Journal of Substance Abuse and Rehabilitation*.

Shier, M.L., Jones, M.E., & Graham, J.R. (2011). Socio-cultural factors to consider when addressing vulnerability of social service users: Insights from women experiencing homelessness. *Affilia: Journal of Women and Social Work*, 26(4).

Shier, M.L., & Graham, J.R. (2011). Work-related factors that impact social work practitioners' subjective well-being: Well-being in the workplace. *Journal of Social Work*, 11(4), 402-421.

Graham, J.R., & **Shier, M.L.** (2011). Making sense of their world: Aspects of spirituality and subjective well-being of practicing social workers. *Journal of Religion and Spirituality in Social Work: Social Thought*, 30(3), 1-19.

Blank, M.B., Hanrahan, N.P., Fishbein, M., Wu, E.S., **Tennille, J.A.**, Ten Have, T.R., Kutney-Lee, A.M., Gross, R., Hines, J.M., Coyne, J.C., & Aiken, L.H. (2011). A randomized trial of a nursing intervention for HIV disease management among persons with serious mental illness. *Psychiatric Services*, 62, 1318-1324.

Walk M. (2011). The young workforce in German Free Welfare Associations [Junge Mitarbeiter in Wohlfahrtsverbänden]. *SOZIALwirtschaft*, 6 [in German].

Presentations

Byrne, T. (2011 December). New perspectives on community level determinants of homelessness. Presented at the Urban Studies Program Graduate Student-Faculty Colloquium Series, University of Pennsylvania.

Byrne, T. (2011 November). Testing the relationship between age and health services utilization among homeless female veterans. Presented at the Annual Meeting of the American Public Health Association (APHA), Washington, DC.

Greenspan, I. (2011 November). Can organizational characteristics predict foundation funding to Israeli environmental NGOs? Presented at the 40th Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, ON.

Lim, S., **Noll, E.**, Rothbard, A., Bolton, C., Evans, A. & Hadley, T.R. (2011 October). Evaluating transforming day programs: Is there a difference in acute service utilization between community integrated and traditional partial program users? Presented at the Annual Meeting of the American Public Health Association (APHA), Washington, DC.

McDougle, L., **Shier, M.L.**, & Handy, F. (2011 November). The role of civil society organizations in communities: Conceptualization of a "civic footprint". Presented at the 40th Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, ON.

Walk, M. (2011 November). Young employees in German Free Welfare Associations: Do they romanticize nonprofit work? Presented at the 40th Annual Meeting of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Toronto, ON.

Awards/Funding/Jobs

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Stacey Barrenger (PI) was awarded a NRSA Predoctoral Training Grant through the National Institute of Mental Health (NIMH) in support of her dissertation, *Mental Illness and Prisoner Reentry Intervention in a High Risk Context*, which will examine factors contributing to re-incarceration for men with mental illnesses leaving prison. The award provides \$83,600 over a two-year grant period.