

SEON MI KIM
Silberman School of Social Work at Hunter College
The City University of New York
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Office 433
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EDUCATION

Ph.D. in Social Work

Minor: Women and Gender in Global Perspectives

The University of Illinois at Urbana-Champaign

Dissertation: *The Impact of Gender Differences in Social Networks on Female Micro-entrepreneurs' Business Performance*

Committee Members: Min Zhan (Chair), Chi-Fang Wu, Benjamin Lough, Sai Jun Zhang

Master of Social Work

Social Entrepreneurship, Leadership, and Social Change Concentration

Master of Public Policy

Korea Development Institute, School of Public Policy & Management, Seoul, Republic of Korea

Thesis: *Korean Social Service Job Policy and its Alternatives: A Comparison with European Social Economy* (in English)

Master of Sociology

Sogang University, Seoul, Republic of Korea

Thesis: *The Possibility of Reproductive Politics: Focusing on Social Ecofeminism*

Bachelor of Arts in Sociology

Duksung Women's University, Seoul, Republic of Korea

ACADEMIC APPOINTMENTS

Assistant Professor, August 2022-Current: Hunter College, Silberman School of Social Work

Associate Professor, September 2017-June 2022: Ramapo College of New Jersey
Social Work

Assistant Professor, September 2013-June 2017: Ramapo College of New Jersey
Social Work

Research Assistant, September 2008-December 2012: the University of Illinois at Urbana-Champaign, School of Social Work

RESEARCH INTERESTS

- Workplace development for precarious or underrepresented workers
- Solidarity economic approaches for vulnerable populations

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- Social entrepreneurship and management
- Gender and economic empowerment
- Community economic development
- Immigrants and Anti-Asian hate crimes; Community advocacy

PUBLICATIONS

PEER-REVIEWED ARTICLES

Kim, S.M. (Forthcoming): Extending job crafting theory to precarious workers: A model of organizational job crafting for organizational justice. *International Journal of Organization Theory & Behavior*.

Kim, S. M., & Mandiberg, J. (Forthcoming): Job crafting as a bottom-up organizational change for precarious workers: Organizational job crafting. Submitted to *the Journal of Entrepreneurial and Organizational Diversity (JEOD)*.

Kim, S. M., Jung, C., Nam, Y., Lee E. (Forthcoming) Alone or Together? Korean Americans' perspectives on solidarity against hate for *the Journal of the Society for Social Work and Research*.

Kim, S.M., Wu, C. F, & Woodard, R. (2020). The dreams of mothers: Implications of Sen's capabilities approach for single mothers on welfare. *Journal of Poverty*, 24 (4), 267-283

Kim, S.M., (2019). Gender, social networks, and microenterprise: Differences in network effects on business performance. *Journal of Sociology and Social Welfare*, 46 (3), 3-37

Kim, S.M., Lough, B., & Wu, C.F. (2016). The conditions and strategies for the success of local currency movements. *Local Economy*, 31(3), 344-358.

Kim, S. M. (2014). The impacts of gender differences in social capital on micro-entrepreneur's business start-up. *AFFILIA (Journal of Women and Social Work)*, 29(4), 404-417.

Kim, S. M., & Sherraden, M. (2014). The impact of gender and social networks on microenterprise business performance. *Journal of Sociology and Social Welfare*, 41(3), 49-69.

Kim, S. M. (2012). Evaluations of women-centered U.S. microenterprise development programs. *AFFILIA (Journal of Women and Social Work)*, 27(1), 71-83.

Kim, S. M. (2011). The impact of neo-liberal globalization on pre-school daycare service in South Korea: Tensions and dilemmas. *International Social Work* 54(1), 7-20.

Hong, J. S., **Kim, S. M.**, Yoshihama, M., & Byoun, S-J. (2010). Wife battering in South Korea: An ecological systems analysis. *Children and Youth Services Review*, 32(12), 1623-1630.

Kang, S. Y., **Kim, S. M.**, & Ahn, J.Y. (1996). The present and future of the Feminist environmental movement. *Woman and Society*, 6, 9-59. (In Korean)

Kim, S. M. (2004). The perspective of the progressive feminist movement in Korea. In Korea Women's Association United (Ed.), *History of the Modern Korean Women's Movement*. Seoul: Hanwool Publisher.

PEER REVIEWED BOOK CHAPTERS

Kim, S. M. & Balgopal, P. (2023). Asian Americans: Overview. *Encyclopedia of Macro Social Work article*. Oxford University Press.

Mandiberg, J. M., & **Kim, S. M.** (2021). A matrix form of multi-organizational hybridity in a cooperative-union venture. In K. K. Chen & V. T. Chen (Eds.), *Organizational imaginaries: tempering capitalism and tending to communities through cooperatives and collectivist democracy* (Vol. 72., pp 141-162). Bingley: Emerald Publishing Limited.

Mandiberg, J.M., **Kim, S.M.** & Hattori, T. (2020). Fukakujitsusei to hi eiri kanri (Uncertainty and nonprofit management). In Hiro Tarumi & Atsuko Hattori (Eds.). *Gendai no kōkyō kanri (Modern Public Management)*. Tokyo: Minerva Shobo.

Kim, S. M., & Sherraden, M. (2014). The capability approach and social justice. In M. Reisch (ed.), *Routledge International Handbook of Social Justice*. New York: Routledge.

Kim, S. M., & Kang, S. Y. (1999). Feminist environmental movement. In Korea Women's Association United (Ed.), *One Hope*. Seoul: Dongduk Women's University Press.

TRANSLATION

Ohjang, M. K., **Kim, S. M.**, & Oh, J. J. (2000), into Korean, of Caroline Mosher's *Gender planning and development: Theory, practice, and training*. 1993. Munwon Publisher, Seoul.

UNDER REVIEW

Kim, S. M., Lax, J., Nam, Y., Jung, C.: Linked Hate: Asian Americans, linked fate, and hate crimes. Submitted to *Race and Social Problems*.

Zhao, R., Bies, A., **Kim, S. M.** (R&R submitted): Employee Compensation of Nonprofit Child Welfare Agencies in New York: Crises and Strategies. Submitted to *Nonprofit Management and Leadership*.

UNDER PREPARATION

* indicates student co-author

Kim, S. M., Jeong, B.G., Eum, H.S. (Writing stage). Challenges and potentials of platform worker cooperatives in S. Korea

Nam, Y., **Kim, S. M.**, Jung, C., Lee E., (Writing stage). Economic impacts of government relief programs on Korean small business owners during the COVID-19 pandemic.

Nam, Y., **Kim, S. M.**, Jung, C., Lee E., (Data analysis stage). The impacts of digital literacy on business survival among Korean American small business owners during the COVID-19 pandemic

Kim, S. M., Lax, J., Nam, Y., Lee E., (Data analysis stage). Hate crimes and policy report.

Kim, S. M., Jeong, B.G., Zhao, R., Nam, Y, Diaz, J* (Data collection stage: Interviews). Experiences and strategies of female minority domestic workers in worker cooperatives in New York City: The intersectionality perspective

Kim, S. M., Gelman, C., Lewis, M., (Data collection stage: Survey). Job crafting of home care workers of a unionized worker cooperative

PRESENTATIONS

Kim, S.M., Wu, C. (January 2024). “The Dreams of Mothers: Implications of Sen’s Capabilities Approach for Single Mothers on Welfare,” Society for Social Work and Research Conference, Washington D. C.

Mandiberg, J., **Kim, S. M.** (January 2024), “The 1936 Randolph-Sheppard Act As a Model of Business Incubation for Entrepreneurs Who Are Blind: Can It be Generalized to Other Populations?” Society for Social Work and Research Conference, Washington D. C.

Jung, C., **Kim, S. M.**, Nam, Y., Lee E.J., (November 2023). “Ethnonationalism or Asian pan-ethnicity: Korean Americans responses to anti-Asian violence during the Covid-19 pandemic,” SSHS Annual Meeting, Washington D. C.

Kim, S. M., Mandiberg, J., (November 2023). “Experiences and strategies of female minority domestic workers in worker cooperatives in NYC,” ARNOVA's 52nd Annual Conference, Orlando, FL.

Kim, S. M., Mandiberg, J., (July, 2023). “Domestic workers and worker cooperative strategies,” 9th CIRIEC International Research Conference on Social Economy, Seoul, S. Korea.

Kim, S. M., Mandiberg, J., (Feb, 2023). “Worker cooperative strategies for home care workers: Organizational job crafting,” the Regional Non-Profit Organisation Research Meeting, Virtual conference.

Chung, C., **Kim, S. M.,** Nam, Y., Lee, E., (Jan, 2022). “Asian hate and Korean American community in New York metropolitan area: A need assessment and action plan development”, the press conference of Korean American Civic Empowerment (KACE), New York.

Kim, S. M & Mandiberg, J., (Jan, 2022). “The role of labor union in job crafting of low-income care workers,” the 2022 Annual Conference of the Society for Social Work and Research, Washington D.C. (switched to e-poster due to the COVID surge)

Kim, S. M & Mandiberg, J., (June, 2019). “Workplace cooperatives of very Low income and immigrant women in New York City: Meaning-making through job crafting and collective participation,” the Conference of the Society for the Advancement of Socio-Economics (SASE), New York.

Kim, S. M & Mandiberg, J., (April, 2019). “Job crafting of immigrant female home care workers: The case of cooperatives home care associates in NYC,” Our Economy: Economic Democracy and System Change, New York.

Kim, S. M & Mandiberg, J., (June, 2018). “Workplace cooperatives of very low-income women in New York City: Meaning-making through job crafting,” the 2018 Subsistence Marketplace Conference, Urbana-Champaign, Illinois.

Mandiberg, J & **Kim, S. M.,** (June, 2017). “The emergent social movement of worker cooperatives in the U.S”, the 2017 Annual Conference of the Society for the Advancement of Socio-Economics, Lyon, France.

Mandiberg, J & **Kim, S. M.,** (July, 2017). “The emergent social movement of worker cooperatives in the U.S.: Are these social enterprises?”, The 6th EMES International Research Conference on Social Enterprise 2017, Louvain-la-Neuve, Belgium.

Kim, S. M., Choi, J. H., & Jeong, S (January, 2016). “An international research project on the social co-operative model for underserved female domestic workers' empowerment”, the 2016 Annual Conference of the Society for Social Work and Research, Washington D.C., USA (Poster presentation).

Kim, S. M., Lough, B, & Wu, C.F (January, 2015). “The conditions and strategies of the success of local currency movements”, the 2015 Annual Conference of the Society for Social Work and Research, New Orleans.

Kim, S. M. (June, 2014). “How social networks differently affect female micro-entrepreneurs’ business performance”, the 2014 International Conference of Business and Applied Sciences Academy of North America (BAASANA), Mahwah, NJ.

Kim, S. M., & Zhan, M. (January, 2013). “The impact of gender differences in gained resources from social networks on microenterprise performance”, the 2013 Annual Conference of the Society for Social Work and Research, San Diego, CA.

Kim, S. M., & Zhan, M. (November, 2012). “The impact of gender difference in social capital utilization on female micro-entrepreneurs’ Business Performance”, 2012 CSWE Annual Program Meeting, Washington D.C.

Kim, S. M., & Zhan, M. (January, 2011). “Mediating effect of social capital: Gender and microenterprise performance”, SSWR 15th Annual Conference, Tampa, FL.

Kim, S. M. (June, 2010). “Applying Amartya Sen’s capability approach to US microenterprise assistance programs”, 2010 Joint World Conference on Social Work and Social Development, Hongkong.

Kim, S. M. (June, 2010). “The community experiment for the great money: the Korean Case”, 2010 Joint World Conference on Social Work and Social Development, Hongkong.

Kim, S. M. (July, 2009). “How neo-liberal approaches have damaged child care quality in Korea: An analysis and policy alternative”, 16th International Consortium for Social Development in Monterrey, Mexico.

Anderson, S., & **Kim, S. M.** (July, 2009). “Models of community development and conditions for practice”, 16th International Consortium for Social Development in Monterrey, Mexico.

RECIEVED GRANTS

2023-2024 **Principal Investigator.** Asian Americans Sense of Asian-Linked Fate and Their Intention to Report Anti-Asian Hate Crimes during the COVID-19 Pandemic, Funded by CUNY, Faculty Fellowship Publication Program (FFPP)

2023-2024 **Principal Investigator.** Experiences and Strategies of Female Minority Domestic Workers in Worker Cooperatives in New York City: The Intersectionality Perspective, Funded by PSC-CUNY Cycle 54, \$3,495

- 2022-2024** **Principal Investigator.** *Participatory Policy Agendas and Action Plans Development to Increase Anti-Asian Hate Crime Reporting Rate in the New York Metropolitan Area.* Through Korean American Civic Empowerment (KACE) with Dr. Yunju Nam, Dr. Eunjeong Lee, and Dr. Chungse Jung, Funded by Sociology Initiative Foundation, \$20,000 (\$11,000 to Hunter)
- 2022** **Research Consultant.** *Economic Impacts of the Covid-19 pandemic on Korean American Small Business Owners and Employees in New York Metropolitan Area.* Through Asian American Resource and Information Network (AARIN) with Dr. Yunju Nam, Dr. Eunjeong Lee, and Dr. Chung, Funded by Oversees Korean Foundation, \$3,000
- 2021** **Research Consultant.** *The Impact of Anti-Asian Hate Crime during the COVID 19 on Korean Americans in New York and New Jersey.* Through Korean American Civic Empowerment (KACE) with Dr. Yunju Nam, Dr. Eunjeong Lee, and Dr. Chungse Jung, Funded by Oversees Korean Foundation, \$3,000
- 2017, 2019** **Principal Investigator.** *How do labor union approaches affect precarious care workers' job crafting?* Faculty & Student Research, Funded by Ramapo College of New Jersey 2017, 2019, \$2,800
- 2017** **Principal Investigator.** *How Does the Worker Cooperative Model Shape Job Crafting by Under-Privileged Female Workers?*, Funded by Ramapo Foundation Grant, Ramapo College of New Jersey, \$1,200
- 2014** **Principal Investigator,** *The social Entrepreneurial Approach for Community Development,* Funded by Ramapo Foundation Grant, Ramapo College of New Jersey, \$1,500
- 2013** **Principal Investigator.** *An International Research Project on the Social Enterprise Approach for Underserved Female Domestic Workers' Empowerment,* Funded by Faculty Development Grant, Ramapo College of New Jersey, \$9,600
- 2012** **Principal Investigator.** *Transnational Research on Local Currency Movements and Its Implementation in the Urbana-Champaign Area,* Focal Point Research Grant, Graduate College, the University of Illinois at Urbana-Champaign, \$15,000
- 2012** **Principal Investigator.** *The Impact of Gender Differences in Social Networks on Female Micro-entrepreneurs' Business Performance,* US/Canada Grants Margaret McNamara Memorial Fund, \$15,000

- 2011** **Principal Investigator.** *Local Currency Movement in Urbana-Champaign*, Public Engagement Grant, Office of the Vice Chancellor for Public Engagement, The University of Illinois at Urbana-Champaign, \$12,000
- 2010** **Principal Investigator.** *The Role of Social Networks on Female Micro-entrepreneurs' Business Profitability and Survival: A Path Analysis*, The Graduate Scholarship, The Academy for Entrepreneurial Leadership, The University of Illinois at Urbana-Champaign, \$12,000
- 2010** **Principal Investigator.** *The International Research on the Impact of Social Entrepreneurial Approach for Underserved Women*, The Daniel Sanders Fellowship in International Social Development, The University of Illinois at Urbana-Champaign, \$1,500

GRANT APPLICATION

- 2023 **Co-Principal Investigator.** Institute for Research on Poverty (\$25,000). Language Barrier, Information and Communication Technologies (ICTs), and Retirement Preparation among Korean Immigrant Small Business Owners in New York Metropolitan Area. (Participants: Dr. Nam, Y., Joseph, K., Smyth, N., Rejected in April 2023)
- 2023 **Principal Investigator.** Faculty Fellowship Publication Program (FFPP). Do Asian Americans Have a Sense of Asian Linked Fate to Create Pan-Asian Coalitions Against Anti-Asian Hate? : The Korean American Case (Returned because of non-eligibility (for faculty who serve more than one year at CUNY) to the grant in October 2022)

AWARDS

Faculty Advancement Award, 2024

Hunter College

The best paper award, 2014

The Business and Applied Sciences Academy of North America

International studies Dissertation Award, 2013

The University of Illinois at Urbana-Champaign

Maria Mia Gratton International Award, 2012

The University of Illinois at Urbana-Champaign

Best Abstract Award, 2010 Joint World Conference on Social Work, 2010

Barbara A. Yates International Research Award, 2009

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Women and Gender in Global Perspectives Program, the University of Illinois at Urbana-Champaign

Award for the Most Valuable Book in Translation Publishing Field, 2000

Ministry of Culture and Tourism, Seoul, Republic of Korea

Scholarship for Civil Activists, Korean Environmental Foundation, Seoul, Republic of Korea, 2004.

TEACHING INTERESTS

- Solidarity economy & social entrepreneurship
- Social Welfare Policy
- Communities and agencies in social work
- Political economy
- Leadership and strategic planning
- Microfinance and asset development
- Community economic development and organizing

TEACHING EXPERIENCE

HUNTER COLLEGE (MSW)

2024 Instructor: Political Economy for Social Welfare (702), Social Welfare Policy I (701)

2023 Instructor: Social Welfare Policy I (701), Spring & Fall

2022 Instructor: Social Welfare Policy I (701), Fall

RAMAPO COLLEGE OF NEW JERSEY(BSW)

2022 Instructor: Introduction to Social Work

2022 Instructor: Social Work in Agencies and Communities

2022 Instructor: History and Philosophy of Social Welfare

2021 Instructor: Social Work in Agencies and Communities

2021 Instructor: History and Philosophy of Social Welfare

2021 Instructor: Introduction to Social Work

2020 Instructor: History and Philosophy of Social Welfare

2020 Instructor: Social Issues

2020 Instructor: Introduction to Social Work

2019 Instructor: Social Work in Agencies and Communities

2019 Instructor: Introduction to Social Work

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2018 Instructor: History and Philosophy of Social Welfare

2018 Instructor: Social Work in Community Practice

2018 Instructor: Introduction to Social Work

2017 Instructor: History and Philosophy of Social Welfare

2017 Instructor: Introduction to Social Work

2016 Instructor: History and Philosophy of Social Welfare

2016 Instructor: Social Work in Community Practice

2016 Instructor: HBSE I

2015 Instructor: History and Philosophy of Social Welfare

2015 Instructor: Theory and Practice of Social Welfare III: Macro-practice

2015 Instructor: Social Issues

2015 Instructor: Introduction to Social Work

2014 Instructor: HBSE I

2014 Instructor: History and Philosophy of Social Welfare

2014 Instructor: Theory and Practice of Social Welfare III: Macro-practice

2014 Instructor: Social Issues

2013 Instructor: History and Philosophy of Social Welfare

2013 Instructor: Theory and Practice of Social Welfare III: Macro-practice

PREVIOUS PROFESSIONAL EXPERIENCE

Executive Director, Co-Founder—Urbana-Champaign Smiles (Registered Not Profit Organization), USA, 2011-2013

- Organized business owners, residents, local government, and local NGOs to establish a local currency system
- Wrote grant proposals and organized fundraising
- Organized research projects
- Presented the project to government officers, bankers, business owners, and NGOs

Social Work Intern—Champaign County Regional Planning Commission, Urbana, IL, 2012

- Conducted program evaluation of the No Limits Program (using quantitative and qualitative research methods)
- Created a new evaluation questionnaire for the No Limits Program

Policy Director—Korea Women’s Association United (KWAU), Seoul, 1997-2007

- Conducted policy analysis, evaluation, and planning for the women’s labor policy and

- women-related welfare policies (social security, childcare, etc.)
- Led law petition, lobbied, and organized advocacy movements: succeeded in extending maternity leaves to 90 days and introducing paid parental leaves, introducing a Gender-Sensitive Budget System, introducing a basic pension system, and increasing the government's subsidy for the childcare system
- Organized research projects and wrote grant proposals: acquired approximately \$1,200,000 in funds for women's empowerment programs

Committee Member--Women Participating in Political Processes Task Force, Asia-Pacific Forum on Women, Law, and Development, Bangkok, Thailand, 2007-current

- Committee member on women's economic participation in developing countries

Subcommittee Member—Working Committee of the Prime Minister, Seoul, 2006-2007

- Participated in National Joint Convention for Low Fertility and Aging Society Agenda
- Wrote a report for reforming social security laws and child welfare laws
- Led lobbying for and successfully introduced a basic pension system and increased the number of public childcare centers

Expert Advisor—National Human Rights Commission, Seoul, 2007

- Served as a consultant on issues and cases related to gender discrimination
- Reviewed gender discrimination in employee regulation at the National Emergency Management Agency

Columnist—Labor Today News, Seoul, 2005-2006

- Worked as a columnist on women's issues

Editing Committee Member—Korea Women Workers' Associations United, Editing Committee of Female Worker, Seoul, 1995-1997

- Wrote news articles and edited the news magazine "Working Women"

Committee Member—Korean Women's Association United, Environmental Policy Committee, Seoul, 1996-1997

- Served as a committee member on women's and environmental issues

SERVICE TO ACADEMIC INSTITUTIONS

UNIVERSITY SERVICE

Ramapo College of New Jersey

Chair, All College Promotion Committee, 2021-Spring 2022

Committee, Diversity Committee, 2019-Spring 2022

Committee, Institutional Review Board (IRB), 2015-Spring 2022
Ramapo College of New Jersey

Committee, Honor Society, 2015-2018
Ramapo College of New Jersey

Co-chair, Scholars' Day committee, 2013-2018, co-chair 2016-2018
Ramapo College of New Jersey

Committee, American Democratic Project, 2014-2015
Ramapo College of New Jersey

DEPARTMENT SERVICE

Silberman School of Social Work, Hunter College

Interim Director, Policy Track program

Member, Organizational Management and Leadership Program

Ramapo College of New Jersey

Co-convener (Co-chair), Women, Gender, and Sexuality study, 2016-Spring 2022
(Committee: 2016-2018, Co-convener: 2019-Spring 2022)

Evaluation committee, Social Work program, 2021-Spring 2022

Co-Chair, Phi Alpha Honor Society, Social Work program, 2014-2018
Ramapo College of New Jersey

Committee, Search Committee, Social Work program, 2013, 2014, 2015
Ramapo College of New Jersey

COMMUNITY AND PUBLIC SERVICE

PROFESSIONAL SERVICES

Manuscript Reviewer for:
Journal of Community Practice
Gender and Society
Entrepreneurship Research Journal
Families in Society
International Social Work
Sage Open
Social Enterprise Journal

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Societies

Research Committee, Social Innovation, Social Enterprise, Social Entrepreneurship in Social Work and Human Services (SWIN), 2023-Current

Track Chair for Social Work and Sociology, 2013-2014
BAASANA International Conference

Co-Chair, Scholarship Fundraising Committee, 2012-2015
Korean American Social Work Educators Association (KASWEA)

COMMUNITY SERVICES

Research Committee, 2021-current
Korean American Civic Empowerment (KACE), NY, USA

Committee, 2021-current
Asia-Pacific Forum on Women, Law, and Development (APWLD), Bangkok, Thailand

Discussion member, 2020-Spring 2022
Cooperative Solution Working Group, NY, USA

International Collaboration Committee, 2013-2017
Korea Women's Associations United

United Nations Correspondent, 2015-2018
Korean Women's Associations United

Board, 2012-2013
Korean Cultural Center, USA

PROFESSIONAL ASSOCIATIONS

- Society for Social Work and Research (SSWR)
- Financial Capability and Asset Building Social Work Consortium (FCAB)
- Network for Social Work Management
- Social Work Innovation Network (SWIN)
- The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

LANGUAGES: English (fluent), Korean (native)