

# Elaine Zundl

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Email: [zundl@rowan.edu](mailto:zundl@rowan.edu)

## EMPLOYMENT

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| Sep 2022- Present    | <p>Assistant Teaching Professor &amp; Master of Public Policy Coordinator, Political Science &amp; Economics, College of Arts and Humanities, Rowan University</p> <ul style="list-style-type: none"><li>• serving as the MPP Coordinator, leading and implementing all aspects of the program (including but not limited to advertisement/promotion, student recruitment, admissions, and graduation)</li><li>• teaching graduate courses in public policy and undergraduate courses in American politics and Public Policy</li><li>• utilize, establish, develop, and coordinate contacts in policy circles (public, private, and non-private, and non-profit) to create internship and capstone project opportunities for MPP students as well as job placement pathways</li><li>• collaborate with The Sweeney Center for Public Policy and the Rowan Institute for Public Policy and Citizenship to organize policy-related events, internship opportunities, and career placement</li><li>• participating in curricular development, including taking leadership in the further development and advancement of the MPP program</li><li>• attending open houses, orientations, and other recruitment events as needed</li><li>• mentoring and advising students within the MPP program</li><li>• attending departmental meetings and annual retreats</li></ul> |
| Feb 2021 — Aug 2022  | <p>Malcom Wiener Center for Social Policy, Harvard Kennedy School<br/>Research Project Manager, The Shift Project</p> <ul style="list-style-type: none"><li>• drafts policy briefs, reports to funders, and other scholarly publications</li><li>• coordinates all data collection activities, including overseeing pre-doctoral fellows &amp; graduate assistants</li><li>• survey programming and implementation</li><li>• creates and maintains detailed records of data collection instruments</li><li>• meets with policy makers, advocates, and other stakeholders about Shift Project findings</li><li>• translates research findings into products for the public</li></ul>   |
| Sept 2015 — Feb 2021 | <p>Rutgers, The State University of New Jersey<br/>Research Director, Center for Women and Work</p> <ul style="list-style-type: none"><li>• develops and promotes the research products, record, and capacity of the center</li><li>• performs quantitative and qualitative research and data analysis</li><li>• publishes research in center publications and external peer reviewed articles and manuscripts</li><li>• disseminates the results of research in academic forums and other conferences geared toward a more general audience</li><li>• develops strategic direction for research initiatives of the center</li></ul>  |
| Dec 2011 — Sept 2015 | <p>Rutgers, The State University of New Jersey<br/>Assistant Dean, The Douglass Project for Rutgers Women in Math, Science, and Engineering</p> <ul style="list-style-type: none"><li>• convenes internal and external stakeholders to coordinate fundraising, grants, and communications</li></ul>   |

- supervises graduate student and professional staff members
- track record of applying for and winning grants and awards
- increased visibility and reputation of programs through marketing and outreach
- implemented data and tracking systems for all programs and projects
- developed templates for reporting to internal and external stakeholders
- developed partnerships with community organizations, businesses, corporations, and government agencies to create programs to retain and recruit students in STEM
- provides financial oversight of all budgets and sub-contract activities
- participates in developing new scholarship opportunities and coordinates their administration when needed

Feb 2009 — Dec 2011

Rutgers, The State University of New Jersey  
Senior Academic Program Coordinator

- directed Project SUPER program to promote undergraduate women's participation in research
- wrote and obtained funding for major programs
- collaborated with STEM faculty on programs to retain women in STEM developed procedures for managing student data
- created benchmarks for programs and projects
- created reports for internal and external stakeholders

## EDUCATION

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Sept 2015 — Present

Ph.D. - Planning and Public Policy Rutgers,  
The State University of New Jersey

Committee: Jocelyn E. Crowley (Chair), Yana v Muelen Rodgers, Dana Britton, Andrea Hetling

- qualitative and quantitative research methods
- survey methods
- family and social policy
- science and technology workforce policy
- gender, work, and organizations
- administrative burden and program implementation

Sept 2005 — May 2011

M.A. – Women's and Gender Studies Rutgers,  
The State University of New Jersey

Thesis Project: "Coerced and Irrational": Challenging representations of Muslim women in the context of the U.S. war on terror

- examined how secular U.S. discourses are utilized globally
- race and religion viewed in the "war on terror"
- feminism, gender, and religious experience

Sept 1999 — May 2003

B.A. – Religion & English  
Rutgers, The State University of New Jersey

- concentration in Islam as a religion and a political ideology
- independent study on Hamas' religious ideology
- religion and culture in the Middle East

## PUBLICATIONS

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- 2022 **Zundl, E.**, Schneider, D., Harknett, K. Paid Family Leave and New Jersey's Service Sector Workforce. Shift Project Research Brief. [https://shift.hks.harvard.edu/nj\\_paid\\_leave/](https://shift.hks.harvard.edu/nj_paid_leave/)
- 2022 **Zundl, E.**, Schneider, D., Harknett, K., and Bellew, E. Still Unstable: The Persistence of Schedule Uncertainty During the Pandemic. Shift Project Research Brief. <https://shift.hks.harvard.edu/still-unstable>  
\* Covered in *CNN, Bloomberg, New York Times, Axios, Business Insider, Market Place, Fortune, Fatherly*, Cited in *Testimony to U.S. House Select Subcommittee on the Coronavirus Crisis*
- 2021 **Zundl, E.**, Schneider, D., Goodman, J., Harknett, K., and Bellew, E. Paid Family and Medical Leave in the U.S. Service Sector. Shift Project Research Brief. [https://shift.hks.harvard.edu/wp-content/uploads/2021/06/PMFL\\_Brief\\_6.09.21.pdf](https://shift.hks.harvard.edu/wp-content/uploads/2021/06/PMFL_Brief_6.09.21.pdf)  
\* Covered in *Vox, The Independent*, Cited in *Testimony to U.S. House Select Subcommittee on the Coronavirus Crisis*
- 2021 **Zundl, E.** & Rodgers, Y. M. (2020). The Future of Work for Domestic Workers in the United States: Innovations in Technology, Organizing, and Laws. *LERA Research Volume*, 2021
- 2021 Rodgers, Y. M., Durante, K., Kaplowitz, L., **Zundl, E.**, and Sevincgul, U. COVID-19 and Changes in the Gendered Division of Unpaid Labor, Job Productivity, and Job Satisfaction. Rutgers University Center for Women and Work Working Paper.
- 2020 **Zundl, E.**, Rodgers, Y. M., Lancaster, D. Domestic Workers in New Jersey. Center for Women and Work Report, September 2020.  
\* Covered in *NJ Spotlight, WHYY*, and Cited in (S723/A822)
- 2020 **Zundl, E.** & Lancaster, D. Always "On Duty": Women's Schedules in New Jersey's Retail, Food Service, and Logistics Industries. Center for Women and Work Report, January 2020
- 2019 Rodgers, Y. M., & **Zundl, E.** (2019). The Future of Work in New Jersey: Care Workers and the Economy. New Jersey Task Force of the Future of Work, NJ Office of Innovation.
- 2016 Lindemann, D, Britton, D & **Zundl, E.** "I Don't Know Why They Make It So Hard Here": Institutional Factors and Undergraduate Women's STEM Participation. (2016) *International Journal of Gender, Science & Technology* 8, no. 2 (2016).
- 2015 **Zundl, E.**, Stiltz, L., & Buettner, H. Understanding the Relationship between Living-Learning Communities and Retention of Women in STEM. American Society for Engineering Education Conference Proceedings, 2015
- 2013 Stiltz, L., Buettner, H., Kennedy, E., **Zundl, E.**, & White, C. A Unique Co-curricular Partnership: The Douglass Engineering Living-Learning Community Inspires Women to Succeed. First Year Engineering Experience Conference, 2013
- 2013 **Zundl, E.** Promoting Women's Leadership with Same-Sex Programs for Women in STEM: A Case Study from Douglass Residential College at Rutgers University, WEPAN: Women in Engineering Proactive Network, 2013

## PRESENTATIONS

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- 2018 Rodgers, Y.V. & **Zundl, E** (2018) Domestic Workers Inequities and Rights: A Mixed-Methods Analysis. Sustainability and Development Conference. Ann Arbor, Michigan
- 2014 **Zundl, E.** (2014). Cyber Communities for Expanding Participation in STEM. National Women's Studies Association. San Juan, PR

2014	<b>Zundl, E.</b> (2014). Engaging Students across the Disciplines in Feminist Dialogues on Technology: Lessons, Challenges, Successes. Feminist Digital Pedagogies Conference. Rutgers University.
2013	<b>Zundl, E., Stiltz, L., Lieberman, E. &amp; White, C.</b> (2013). A Unique Co-curricular Partnership: The Douglass Engineering Living-Learning Community Inspires Women with the Best of Both Worlds. Women in Engineering Proactive Network. Atlanta, GA.

## TEACHING EXPERIENCE

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Intro to Policy Analysis (3 credit): Spring 2023; Fall 2023

- provide an overview of the major steps in the policy analysis and development process, including how and when issues rise to the agenda, and how initiatives to address those issues are developed, analyzed, presented, implemented, evaluated, and terminated
- improve students' ability to think critically about policy issues, think creatively about alternatives for addressing the issues, think analytically about the advantages and disadvantages of alternatives, and think practically about successful implementation of recommended alternatives
- develop experience in analyzing different types of policy issues and different types of government programs
- improve skills in effectively communicating policy analyses to decision-makers
- resolving ethical dilemmas in conflicting roles

Public Policy (3 credit): Spring 2023; Spring 2024

- provide an overview of theories of political science and other social sciences as they relate to public policy
- gain understanding in how to analyze and evaluate competing problem definitions
- apply knowledge of the policy process to political problems
- practice critical thinking when considering pressing policy problems and solutions

American Government (3 credit): Fall 2022; Spring 2023; Fall 2023; Spring 2024

- introduction to the American political system and the foundations of democracy
- review the formal institutions and structures comprise the U.S. government
- improve skills in effectively communicating policy analyses to decision-makers
- analyze principles of democracy using contemporary dilemmas
- understand one's role and responsibilities within a contemporary democratic government

Women and Work in American Society (3 credit): Spring 2018; Spring 2019; Spring 2020

- provide an overview of women's labor force participation, the wage gap, and theories of gender at work
- make students aware of the influence of gender and (to some degree) race, class, and sexuality in structuring opportunities to work and the rewards of work,
- help students to become critical consumers of popular and academic sources about work, and to apply these abilities in written assignments, and
- develop students' abilities to carry out and present research on issues relevant to work

Global Village Public Policy House Course (1.5 credit): Spring 2019; Fall 2019; Spring 2020

- design course around annual Global Village theme
- mentor and advise students on final presentation
- introduce students to UNSDG's and their significant to social policies
- advise student's service-learning projects

Knowledge and Power: Issues in Women's Leadership (3 credit): 2010-2016

- develop and organize curriculum for discussion-based class
- utilizes technology to increase student participation and engagement
- probe students to examine why women have still not achieved parity with men in education, science, and other fields

- ask new questions about the role gender plays in the production of scientific knowledge
- advises the selection of relevant speakers for plenary sections

Gender, Race, and Technoculture (1.5 credits): Fall 2013; Fall 2014

- safe space to learn about and enjoy playing with technology without fear of judgement, censure, exclusion or sexist attacks
- explore how knowledge is created and validated and to learn how to take part in that process
- exchange experiences with technologies, games, websites, and devices
- learn about the history of feminism's relationship with technology
- explore previously unrecognized contributions of women to the sciences

## PROFESSIONAL ACTIVITIES

### SERVICE

Policy Research Consultant NJ Time to Care Coalition (2020-Present)  
 STEM Pathways Network New Jersey (2018-2020)  
 President, Board of Trustees: Gallery Aferro (2015-2019)  
 Reviewer for AWIS: Association for Women in Science NJ Online (2018-2021)  
 Curriculum Reviewer for Girl Scouts National Council (2012)  
 BioWired1 Research Council Committee (2009-2010)

### AFFILIATIONS

American Association for Public Opinion Research (AAPOR)  
 Association for Public Policy Analysis & Management (APPAM)  
 Labor and Educations Research Association (LERA)  
 National Women's Studies Association (NWSA)  
 American Association of University Women (AAUW)

## CERTIFICATIONS AND SKILLS

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CITI Human Subjects Certification (2010 & 2015 & 2021)  
 Qualtrics, Stata, SPSS, NVivo, Microsoft Office Suite, LaTeX