**Janette S. Dill, PhD**

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**Academic Positions**

2019-- Associate Professor, University of Minnesota, Division of Health Policy & Management

2018-2019 Associate Professor, University of Akron, Department of Sociology

2012-2018 Assistant Professor, University of Akron, Department of Sociology

2011-2012 Postdoctoral Fellow, Cecil G. Sheps Center for Health Services Research, Chapel Hill, NC

**Education**

**2011 PhD, Sociology, University of North Carolina-Chapel Hill,** Chapel Hill, NC

Thesis: “Jobs or careers?: Mobility among low-wage workers in healthcare organizations”

Committee: Philip Cohen, Victor Marshall, Arne Kalleberg, Catherine Zimmer, Jennifer Craft Morgan

Comprehensive exams: Medical Sociology, Social Stratification

**2008 MA, Sociology, University of North Carolina-Chapel Hill,** Chapel Hill, NC

**2008 MPH, Health Policy and Management, University of North Carolina,** Chapel Hill, NC

**2002 BA, Psychology, Wheaton College**, Wheaton, IL

**Research areas**

Health care work and occupations; medical sociology; gender; organizations

**Peer-Reviewed Publications**

Yavorsky, Jill and **Janette** **Dill**\*(forthcoming). “Does unemployment predict male entry into

female-dominated occupations?” *Social Science Research.*\*Both authors contributed equally

**Dill, Janette** and Melissa Hodges (2019). “Is health care the new manufacturing? Industry,

gender, and “good jobs” for low- and middle-skill workers.” *Social Science Research.*

<https://doi.org/10.1016/j.ssresearch.2019.102350>

**Dill, Janette,** Jennifer C. Morgan, Emmeline Chuang, and Chivon Mingo (2019). Medical

assistants in primary care: Evaluating role redesign efforts. *Medical Care Research and Review.* [https://doi.org/10.1177/1077558719869143](https://doi.org/10.1177%2F1077558719869143)

**Dill, Janette** and Adrianne Frech (2018). “Providing for a family in the working class: Gender and

employment after the birth of a baby.” *Social Forces.* <https://doi.org/10.1093/sf/soy106>

**Dill, Janette** and Jennifer C. Morgan. 2017. “Employability among low-level workers: Organizational

expectations and practices in the U.S. health care sector.” *Human Relations* 71(7):1001-1022.

**Dill, Janette,** Rebecca Erickson, and James Diefendorff. 2016. “Motivation and care dimensions in

caring labor: Implications for nurses’ well-being and employment outcomes.” *Social Science and Medicine* 167: 99-106.

**Dill, Janette,** Kim Price-Glynn, and Carter Rakovski. 2016. “Does the ‘glass escalator’ compensate for the

devaluation of care work occupations? The careers of men in low- and middle-skill health care jobs. *Gender and Society* 30(2): 334-360.

**Dill, Janette,** Emmeline Chuang, and Jennifer C. Morgan, J.C. 2014. “Healthcare organization-education

partnerships and career ladder programs for health care workers.” *Social Science and Medicine* 122, 63-71.

**Dill, Janette,** Jennifer C. Morgan, and Bryan Weiner. 2014. “Low-wage workers and perceived career

mobility: Do high performance work practices make a difference?” *Health Care Management Review* 39(4), 318-328.

Morgan, Jennifer C., **Janette Dill,** and Arne Kalleberg. 2013. “The quality of healthcare jobs: Can intrinsic

rewards compensate for low extrinsic rewards?” *Work, Employment, and Society* 27, 802-822.

# **Dill, Janette,** Morgan, J.C., & Marshall, V. (2013). “The relationship between job satisfaction, intent to

# stay, and retention for low-wage healthcare workers: Examining the role of ‘contingency factors.’” *The Gerontologist,* *53,* 222-234.

Ribas, Vanesa, **Janette** **Dill,** and Philip Cohen. 2012. “Mobility for care workers: Job changes and wages

for nurse aides.” *Social Science and Medicine 75,* 2183-2190.

Chuang, Emmeline, **Janette** **Dill,** and Jennifer C.Morgan. 2012. “A configurational approach to the

relationship between high-performance work practices and frontline health care worker outcomes.” *Health Services Research* *47*(4), 1460-1481.

**Dill, Janette,** Jennifer C. Morgan, and Thomas R. Konrad. 2010. “Strengthening the long-term care

workforce: The influence of the WIN A STEP UP workplace intervention on turnover of direct care workers.” *Journal of Applied Gerontology 29(2),* 196-214*.*

**Dill, Janette** and John G. Cagle. 2010. “Caregiving in the patient’s place of residence: Turnover of direct

care workers in hospice and home care agencies.” *Journal of Aging and Health 22(6)*, 713-733*.*

**Book Chapters**

Cottingham, Marci\* and **Janette** **Dill.** 2019. “Generational dynamics among women and men in

the nursing profession.” In M. Choroszewicz & T.L. Adams (Eds), *Gender, age and inequality in the professions*. \*Former graduate student

**Dill, Janette.** 2015. “The frontline healthcare workforce: Exploring differences in job quality by

occupation and employment setting.” In M. Duffy, A. Armenia, & C. Stacey (Eds), *Caring on the clock: The complexities and contradiction of paid care work.* New Brunswick, NJ: Rutgers University Press.

**Dill, Janette,** Jennifer C. Morgan, and Arne Kalleberg. 2012. “Making bad jobs better: The case of

frontline healthcare workers.” In F. Carre, C. Warhurst, P. Findlay, & C. Tilly (eds), *Are Bad Jobs Inevitable?* London: Palgrave Press.

**Book Reviews**

**Dill, Janette,** (2016). Review of the book *Unequal time: Gender, class, and family in employment*

*schedules*, by D. Clawson & N. Gerstel. *Gender & Society*, 30(6): 984-1002.

**Papers in Progress**

**Dill, Janette** and Melissa Hodges (revise and resubmit). “The racialized glass escalator and safety net:

Wages and job quality in “meds and eds” among working-class men.” *Social Problems.*

Swiatek, Scott\* and **Janette Dill** (revise and resubmit). “Age and men’s entry and retention in female-

dominated occupations.” *Sociological Focus.* \*Graduate student

**Dill, Janette,** Jennifer C. Morgan, and Emmeline Chuang (under review). “Improving medical assistant

(MA) job quality: Career ladders for MAs in primary care.”

**Dill, Janette** and Robert Francis. Measuring the availability of “good jobs” for working class men during

the Great Recession and recovery.

Chuang, Emmeline,Jennifer C. Morgan, **Janette Dill,** and Chivon Mingo. “Costs and benefits of

redesigning care teams in primary care.”

**Grant Activity**

2017 Care Team Redesign Evaluation Extension: Transforming Medical Assistant Roles in Primary Care, Hitachi Foundation. Janette Dill, Co-Investigator ($22,257).

2015 Care Team Redesign Evaluation: Transforming Medical Assistant Roles in Primary Care, Hitachi Foundation. Janette Dill, Co-Investigator ($56,180).

2013 Identity and Emotional Well-being among Medical Students, Northeast Ohio Medical University. Rebecca J. Erickson, Principal Investigator, Janette Dill, Co-Investigator ($12,000)

2013 Men in the New Economy: Job Quality and Career Trajectories among Men in Frontline Healthcare Occupations, University of Akron Faculty Research Grant. Janette Dill, Principal Investigator ($10,000)

2011 NIH- funded National Research Service Award (NRSA) post-doctoral fellowship at the

Cecil G. Sheps Center for Health Services Research (T32 Award)

2009 NIH-funded Carolina Program in Aging and Health Research pre-doctoral fellowship at the University of North Carolina Institute on Aging (T32 Award)

**Selected Presentations**

Dill J & Frech A. “The transition to adulthood in the working class: Race-ethnicity and the career

pathways of low- and middle skill young men” presented at the American Sociological

Association meeting in Philadelphia, PA (August 2018).

Dill J & Hodges M. “Is healthcare the new manufacturing?: Industry and “good jobs” for low- and

middle-skill workers.” presented at the American Sociological Association meeting in Montreal, Quebec (August 2017).

Dill J & Morgan J. “Employability among low-level workers: Organizational expectations and practices in

the U.S. health care sector” presented at the American Sociological Association meeting in Seattle, WA. (August 2016).

Dill J & Frech A. “Providing for a family in the working class: Gender and employment after the birth

of a baby” presented at the American Sociological Association meeting in Chicago, IL. (August 2015).

Dill J, Price-Glynn K, & Ravkovski C. “Is there a penalty for caring? Careers of men in caring occupations

versus male-dominated occupations” presented at the American Sociological Association meeting in San Francisco, CA. (August 2014).

Dill J, Erickson E, & Diefendorff, J. “Motivation and care dimensions in caring labor: Implications for

nurses’ well-being and employment outcomes.” presented at the American Sociological Association meeting in San Francisco, CA (August 2014).

Dill J. “Low-wage workers and perceived career mobility: Do high performance work practices make a

difference?” presented at the American Sociological Association meeting in New York City, NY. (August 2013).

Dill J and Zimmer C. “Frontline hospital jobs: Career stepping stone or just another dead-end low-wage

job?” presented at the American Sociological Association meeting in Denver, CO. (August 2012).

Dill J and Zimmer C. “Career mobility among frontline healthcare workers: Do hospitals support upward

mobility?” presented at the AcademyHealth Annual Meeting in Orlando, FL. (June 2012).

Chuang E, Dill J, Morgan JC and Konrad B. “Impact of high performance work practices on FLW job

satisfaction and quality of care” presented at AcademyHealth Research annual meeting in Seattle, WA. (June, 2011)

Dill J, Farrar B and Morgan JC. “The Changing Nature of Training in Health Care Organizations: The Case

of Low Wage Frontline Workers” presented at the annual American Sociological Association meeting in Atlanta, GA (August, 2010).

Dill J, Morgan J, and Kalleberg AL. “Making ‘Bad Jobs’ Better: The Case of Frontline Healthcare Workers.”

Presented at the International Labor Process Conference (March 2010).

Dill J, Morgan JC, and Haviland S. “Growing your own: The introduction of firm internal labor markets to

low wage healthcare service work.” Paper presented at the American Sociological Association Meetings (August, 2008).

**Teaching Experience**

Classical social theory (graduate seminar)

Introduction to Sociology

Low-Wage America

Medical Sociology

Social Inequalities (both undergraduate and graduate levels)

Social Stratification

Stratification (graduate seminar)

Work and Occupations

**Selected Media Citations and Invited Articles**

Weber, Lauren. “A lot of women work in health care. But not at the top. Why is that?” *The Wall Street*

*Journal.* October 15, 2019. <https://www.wsj.com/articles/a-lot-of-women-work-in-health-care-but-not-at-the-top-why-is-that-11571112241>

Chira, Susan. “Men don’t want to be nurses. Their wives agree.” *The New York Times.* 24 June 2017.

[*https://www.nytimes.com/2017/06/24/opinion/sunday/men-dont-want-to-be-nurses-their-wives-agree.html?\_r=0*](https://www.nytimes.com/2017/06/24/opinion/sunday/men-dont-want-to-be-nurses-their-wives-agree.html?_r=0)

Semuels, Alana. “The men who take ‘women’s’ jobs.” *The Atlantic.* 15 May 2017.

<https://www.theatlantic.com/business/archive/2017/05/men-in-nursing/526623/>

Dill, Janette. “The entry-health care jobs men are (and are not) taking. *The Harvard Business Review.* 24

February 2017. <https://hbr.org/2017/02/the-entry-level-health-care-jobs-men-are-and-are-not-taking>

Walker, Rob. “The end of manly labor.” *The Boston Globe.* 29 January 2017.

<https://www.bostonglobe.com/ideas/2017/01/29/the-end-manly-labor/WjzhrUhDCFnWGN1NcR0clL/story.html>

Miller, Claire Cain. “Why men don’t want the jobs done by women.” *The New York Times.* 14 January

2017. <https://www.nytimes.com/2017/01/04/upshot/why-men-dont-want-the-jobs-done-mostly-by-women.html?_r=0>

Dill, Janette. “Like women, men who are hands-on care workers also experience a wage penalty.”

*London School of Economics US Centre.* 20 September 2016. <http://blogs.lse.ac.uk/usappblog/2016/09/20/like-women-men-who-are-hands-on-care-workers-also-experience-a-wage-penalty/>

Dill, Janette. “Does the glass escalator compensate for the devaluation of care work? The careers of men

in low- and middle-skill health care jobs.” *Work in Progress.* 7 July 2016. <https://workinprogress.oowsection.org/2016/07/07/does-the-glass-escalator-compensate-for-the-devaluation-of-care-work-the-careers-of-men-in-low-and-middle-skill-health-care-jobs/>

Dill, Janette, Kim Price-Glynn, and Carter Rakovski. “Does it cost men to care?” *Gender & Society Blog*.

16 March 2016. <https://gendersociety.wordpress.com/2016/03/16/does-it-cost-men-to-care/>

Dill, Janette. “Nurses motivated by external rewards are more likely to survive on the job.” *The*

*Conversation.* 27 August 2014. <https://theconversation.com/nurses-motivated-by-external-rewards-are-more-likely-to-survive-on-the-job-30736>

Dahl, Melissa. “Nurses who care the most burn out fastest.” 19 August 2014. *New York Magazine*.

<http://nymag.com/scienceofus/2014/08/nurses-who-care-the-most-burn-out-fastest.html>

**Other Experience and Professional Memberships**

2007- American Sociological Association

2015 - Carework Network Steering Committee (co-chair in 2017-2019)