
Business Address: Division of Health Policy & Management, School of Public Health, University of Minnesota, 420 Delaware St SE, Minneapolis, MN 55455
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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

Fellowships

2011-2012 Postdoctoral Fellow, Cecil G. Sheps Center for Health Services Research, Chapel Hill, NC (T32 Award)
2009-2011 Pre-doctoral fellowship at the University of North Carolina Institute on Aging, Chapel Hill, NC (T32 Award)

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

Dill, Janette, LaTonya Trotter, Kyla F Woodward, John Mulcahy, and Bianca Frogner. 2025. "Health Care Workforce Pay Gaps: COVID-19 Modestly Compressed Wage Disparities, 2015–24." *Health Affairs*, 44(11).
<https://doi.org/10.1377/hlthaff.2025.00015>
Parikh, R.R., Shippee, T.P., Wolf, J.M., Langworthy, B., Fabius, C.D., **Dill, J.**, Urbanski D., Giordano, S., & Jutkowitz, E. 2025. Changes in service use and unmet needs in home- and community- based services in the United States during the COVID-19 pandemic. *BMC Geriatrics* 25, 733. <https://doi.org/10.1186/s12877-025-06396-5>
Dill, Janette, Nicole McDaniel, Heather Krasna, and Isabella Patino.* 2025. "Identifying the Unique Skills and Roles of Disease Intervention Specialists in the Public Health Landscape." *Public Health Reports*.
<https://doi.org/10.1177/0033354925138043> *Graduate student author
Dill, Janette, Aimzhan Iztayeva*, Bianca Frogner, and Carrie Henning-Smith. 2025. "Measuring occupational transitions among direct care workers during the Covid-19 pandemic and recovery." *Social Politics*, 32 (2), 430–458. <https://doi.org/10.1093/sp/jxaf029>. *Graduate student author
Woodward, Kyla, **Janette Dill**, LaTonya Trotter, and Bianca Frogner. 2025. Beyond the pandemic: The relationship between macroeconomic conditions and healthcare worker shortages in the United States. *BMC Health Services Research*, 25(637).
Martin, Skky, Roshani Dahal, Hannah Geressu*, Denisha Demeritte*, Chelsey Kirkland, **Janette Dill**. 2025. "Examining Declarations of Racism as a Public Health Crisis: A Content Analysis of U.S. Public Health and Governmental Entities." *Journal of Public Health Policy & Practice*, 31(6), E417-E426.
DOI: 10.1097/PHH.0000000000002168 *Graduate student author
VanHeuvelen, Jane, Tom VanHeuvelen, and **Janette Dill**. 2025. "When the Invisible Becomes the Impossible: Direct Care

- Workers' Experience of Organizational Change." *Social Science & Medicine*, 371.
<https://doi.org/10.1016/j.socscimed.2025.117887>
- Woodward, Kyla, **Janette Dill**, LaTonya Trotter, and Bianca Frogner. 2024. "New Opportunities or More of the Same? Health Industry Entrants in During the Pandemic Era." *Medical Care Research & Review*, 82(4).
<https://doi.org/10.1177/10775587251320>
- Lamina T, Abdi H, Behrens K, Call K, Claussen AM, **Dill J**, Grande SW, Houghtaling L, Jones-Webb R, Nkimbeng M, Parikh R, Rogers E, Sultan S, Widome R, Wilt T, Butler M. 2024. Strategies to Address Racial and Ethnic Disparities in Health and Healthcare for Chronic Conditions: An Evidence Map of Research from 2017-2024. *Annals of Internal Medicine*, 178(1). <https://doi.org/10.7326/ANNALS-24-01262>
- Dill, Janette** and Bianca Frogner. 2024. "The gender wage gap among health care workers across educational and occupational groups." *Health Affairs Scholar*, 2(1). <https://doi.org/10.1093/haschl/qxad090>
- Kristen Gidle, Martsof, Grant R., **Janette Dill**, Brendan Case, and Andrew Dierkes. 2023. "Men in pediatric nursing." *Pediatric Nursing*, 38(2), 260-269. <https://doi.org/10.1016/j.pedhc.2023.11.010>
- Martin, Skky, **Janette Dill**, Denisha Demeritte, Hannah Geressu, Chelsey Kirkland, Romil etc. 2023. "A scoping review of health equity interventions in governmental public health." *Journal of Public Health Policy & Management*, 30(4): 479-489. DOI: 10.1097/PHH.0000000000001947
- Martsof, Grant R., Kristen Gidle, Brendan Case, **Janette Dill**, and Andrew Dierkes. 2023. "Describing the male registered nursing workforce toward increasing male-representation in professional nursing." *Nursing Outlook*, 71(6). <https://doi.org/10.1016/j.outlook.2023.102081>
- Kirkland, Chelsey, **Janette Dill**, and Harshada Karnik. 2023. "Intent to leave among community health workers (CHWs) in public health agencies. *American Journal of Public Health*, 114(1), pp.44-47.
<https://doi.org/10.2105/AJPH.2023.307462>
- Dill, Janette**, Carrie Henning-Smith, Ronxuan Zhu,* and Elizabeth Vomacka.* 2023. "Who will care for rural older adults? Measuring the direct care workforce in rural areas." *Journal of Applied Gerontology*.
<https://doi.org/10.1177/07334648231158482> *Graduate student author
- Dill, Janette** and Jill Tanem.* 2022. "Race-ethnicity, gender, and unionization in direct care occupations." *American Journal of Public Health*, 112(11), 1676-1684 [doi: 10.2105/ajph.2022.307022](https://doi.org/10.2105/ajph.2022.307022). *Graduate student author
- Henning-Smith, Carrie, **Janette Dill**, Katy Kozhimannil, and Arianne Baldomero. 2022. "Rural/urban differences in access to paid sick leave among full-time workers." *The Journal of Rural Health*, 39(3), 676-685.
<https://doi.org/10.1111/jrh.12703>
- Dill, Janette**, Jennifer Morgan, Jane Van Heuvelen, and Meredith Gingold.* 2022. "Measuring the returns on certification in low social closure health care occupations." *Social Science & Medicine*, 303, 115000. [doi: 10.1016/j.socscimed.2022.115000](https://doi.org/10.1016/j.socscimed.2022.115000) *Graduate student author
- Dill, Janette**, Jasmine Travers, and Bianca Frogner. 2022. "Taking the long view: The prevalence of second job holding among long-term care workers." *Medical Care Research & Review*, 79(6), 844-850. [doi: 10.1177/10775587221089414](https://doi.org/10.1177/10775587221089414)
- Chantararat, Tongtan,* Eva A Enns, Rachel R Hardeman, Patricia M McGovern, Samuel L Myers, and **Janette Dill**. 2022. Occupational class, power, and hypertension inequity: The implication of the inverse hazard law among healthcare. *Journal of Economics, Policy, and Race*, 5, 267-282. <https://doi.org/10.1007/s41996-022-00098-5>
 *Graduate student author
- Frogner, Bianca and **Janette Dill**. 2022. "Tracking employment of health care workers during the COVID-19 pandemic." *JAMA Health Forum*, 3(4):e220371. doi:10.1001/jamahealthforum.2022.0371
- Dill, Janette** and Mignon Duffy. 2022. "Structural Racism and Black Women's Employment In The US Health Care Sector." *Health Affairs*, 41 (2), 265-272. <https://doi.org/10.1377/hlthaff.2021.01400> *Both authors contributed equally
- Dill, Janette**, Jennifer C. Morgan, and Emmeline Chuang. 2021. "Improving medical assistant (MA) job quality: Career ladders for MAs in primary care." *Journal of General Internal Medicine*, 36 (11), 3423-3430.
<https://doi.org/10.1007/s11606-021-06814-5>
- Jill Yavorsky, Enrica Ruggs, and **Janette Dill**. 2021. "Gendered skills and unemployed men's resistance to 'women's work.'" *Gender, Work, and Organization*, 28 (4), 1524-1545

<https://doi.org.ezp1.lib.umn.edu/10.1111/gwao.12694>

- Travers, J.L., Caceres, B.A., Vlahov, D., Zaidi, H., **Dill, J.**, Stone, R.I., Stone, P.W. 2021. Federal requirements for nursing homes to include certified nursing assistants in resident care planning and interdisciplinary teams: A policy analysis. *Nursing Outlook*, 69 (4), 617-625. <https://doi.org/10.1016/j.outlook.2021.01.004>
- Swiatek, Scott* and **Janette Dill**. 2021. "Age and men's entry and retention in female-dominated occupations." *Sociological Focus* 54 (2), 138-152. <https://doi.org/10.1080/00380237.2021.1894282> *Former graduate student
- Dill, Janette** and Melissa Hodges. 2020. "The racialized glass escalator and safety net: Wages and job quality in "meds and eds" among working-class men." *Social Problems*. <https://doi.org/10.1093/socpro/spaa043>
- Yavorsky, Jill and **Janette Dill**. * 2019. "Does unemployment predict male entry into female-dominated occupations?" *Social Science Research*. <https://doi.org/10.1016/j.ssresearch.2019.102373> *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*. 84, 102350
<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*. 78 (3), 240-250
<https://doi.org/10.1177/1077558719869143>
- Dill, Janette** and Adrienne Frech. 2019. "Providing for a family in the working class: Gender and employment after the birth of a baby." *Social Forces* 98(1): 183-210.
- 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.
<https://doi.org/10.1177/0018726717734035>
- Dill, Janette**, Rebecca Erickson, and James Diefendorf. 2016. "Motivation and care dimensions in caring labor: Implications for nurses' well-being and employment outcomes." *Social Science and Medicine* 167: 99-106. <https://doi.org/10.1016/j.socscimed.2016.07.028>
- 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. <https://doi.org/10.1177/0891243215624656>
- 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.
<https://doi.org/10.1016/j.socscimed.2014.10.021>
- 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.
<https://doi.org/10.1177/0950017012474707>
- 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. <https://doi.org/10.1093/geront/gns085>
- 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. <https://doi.org/10.1016/j.socscimed.2012.08.015>
- 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. <https://doi.org.ezp1.lib.umn.edu/10.1111/j.1475-6773.2011.01366.x>
- 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. <https://doi.org/10.1177/0733464809337413>
- 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.
<https://doi.org/10.1177/0898264310373390>

Book Chapters, Citations, and Invited Articles

- Akosiunu, J Odichinma,* **Janette Dill**, Mignon Duffy, and J'Mag Karbeah.* 2023.** "Black Lives Matter: The interconnectedness of structural racism and care work in the United States." *Graduate student authors **All authors contributed equally.
- 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.

Non-Referred Commentaries, Book Reviews, and Special issues

- Sarkin, Courtney,* McAlpine, Donna., **Dill, Janette**. 2023. "Queering Health Services Research." *Health Services Research*. <https://doi.org/10.1111/1475-6773.14158> *Graduate student author
- Janette Dill**, Odichinma Akosiunu,* J'Mag Karbeah,* and Carrie Henning-Smith. "Addressing systemic racial inequity in the health care workforce." 2020. *Health Affairs Forefront*. *Graduate student authors
<https://www.healthaffairs.org/doi/10.1377/hblog20200908.133196/abs/>

Book Reviews and Special Issues

- 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.
- Dill, Janette** and Katherine Ravenswood. 2021. Special Issue: The changing character of care work: New risks and responses, guest editors. *Editorial*.

Papers in Progress

- Watts, Elizabeth, **Janette Dill**, and Bianca Frogner (revise and resubmit). Nurse wage penalties from an international perspective. *Policy, Politics, and Nursing Practice*.
- Kim, Jiyeon, Pilar Gonalons-Pons, and **Janette Dill** (revise and resubmit). Rising Home Care and Falling Wages: The Impact of the Growing Share of Home Care Workers on Direct Care Wages. *JAMDA*.
- Nichole Fusilier, **Janette Dill**, Morgan Pak, and Elisabeth Stelson (under review). Measuring transitions away from the public health sector using the Current Population Survey (CPS).
- Nichole Fusilier, Elisabeth Stelson, and **Janette Dill** (under review). Measuring the rate of departure from government employment among healthcare workers.
- Janette Dill**, Jerry Jacobs, Susan Chapman, and Dori Cross (under review). Technology utilization among home care and home health agencies.

Current Grant Activity

- | | |
|------|--|
| 2025 | University of Minnesota Life Course Center on the Demography and Economics of Aging, National Institute on Aging (P30), Associate Director |
| 2024 | Developing an undergraduate pathway for a disease intervention specialist certification, Association of Schools and Programs of Public Health, Co-Investigator |
| 2024 | Community-based workers in local health departments. Centers for Disease Control, Project Lead |
| 2022 | The Center for Workforce Research in Public Health (CWORPH), US Health Resources and Services Administration, Deputy Director |
| 2022 | Integrated Current Population Survey Data for Population Dynamics and Health Research, Co-Investigator |

Historical Grant Activity

- | | |
|------|--|
| 2023 | Understanding the hospital workforce in the state of Colorado, Principal Investigator |
| 2024 | The use of technology by home care agencies in the care of older adults with ADRD. Pilot Grant, University of Michigan, National Institute of Aging. |
| 2023 | Nurse wage penalties from an international perspective. World Health Organization, Principal Investigator. |

- 2023 Did Covid and the Transition to Telehealth Change Person-Reported Outcomes for Home and Community Based Care Recipients With and Without Alzheimer's Disease and its Related Dementias?, National Institute of Aging, Co-Investigator
- 2022 Capacity Building of Community-Based Workers in the Public Health Workforce, National Association of County and City Health Officials, Principal Investigator
- 2022 Systematic Review of Health Equity Practices in Public Health Departments, National Association of County and City Health Officials, Principal Investigator
- 2022 Work Precarity and the Aging Workforce: Trends in Health Disparity Among Older Service Sector Workers, University of Minnesota Life Course Center Pilot Grant, National Institute on Aging, Co-Investigator
- 2022 Community Health Aide Program: Tribal Assessment and Planning Grant. US Health Resources and Services Administration, Principal Investigator
- 2022 Strategies to Address Racial, Ethnic and Related Socioeconomic Disparities in Health and Healthcare, Project Lead, Agency for Healthcare Research and Quality
- 2021 Wear and care: The impact of COVID-19 on health care workers' employment decisions. Times Up Foundation, Principal Investigator
- 2021 Gender-based wage gaps among health care workers: Is there a spillover effect?, University of Washington, US Health Resources and Services Administration, Co-Investigator
- 2021 The direct care workforce in rural areas, University of Minnesota Rural Health Research Center, US Health Resources and Services Administration, Project Lead
- 2021 The direct care workforce in long-term care services and supports in the care of adults with AD/ADRD, University of Minnesota Life Course Center Pilot Grant, National Institute on Aging, Principal Investigator
- 2020 California Whole Person Care Frontline Worker Survey, University of California Berkeley, Co-Investigator
- 2020 Tracking employment of health care workers during the COVID-19 pandemic, University of Washington, US Health Resources and Services Administration, Co-Investigator
- 2017 Care Team Redesign Evaluation Extension: Transforming Medical Assistant Roles in Primary Care, Hitachi Foundation, Co-Investigator
- 2015 Care Team Redesign Evaluation: Transforming Medical Assistant Roles in Primary Care, Hitachi Foundation, Co-Investigator
- 2013 Identity and Emotional Well-being among Medical Students, Northeast Ohio Medical University. Rebecca J. Erickson, Principal Investigator, Co-Investigator
- 2013 Men in the New Economy: Job Quality and Career Trajectories among Men in Frontline Healthcare Occupations, University of Akron Faculty Research Grant, Principal Investigator
- 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 Media Citations and Invited Articles

- Molly Castle Work. COVID-19 pandemic narrowed health care industry pay gap, new study finds. *MPR News*. 1 December 2025. <https://www.mprnews.org/story/2025/12/01/health-care-worker-pay-gap-covid19-pandemic>
- Natalie Krebs. The pandemic pushed medical provider shortage to a 'true crisis.' Now, it's struggling to recovery. *Iowa Public Radio*. <https://www.iowapublicradio.org/health/2025-03-05/the-pandemic-pushed-iowas-medical-provider-shortage-to-a-true-crisis-now-its-struggling-to-recover>
- McDill, Virgil. "Gender-based Wage Gaps Persist in Healthcare." *UMN School of Public Health, Advances*. 6 February 2024. https://www.sph.umn.edu/news/wage-gaps-based-on-gender-persist-across-the-healthcare-field-especially-among-physicians-and-other-advanced-practitioners/?utm_source=Advances+in+Population+Health&utm_campaign=cda071068d-EMAIL_CAMPAIGN_2019_07_30_02_49_COPY_01&utm_medium=email&utm_term=0_a692478962-cda071068d-89143314
- Isidore, Chris. "Health care is in crisis. New York's nurses strike is just the latest sign." 11 January 2023.

- <https://www.cnn.com/2023/01/11/business/nurses-strike-staff-shortage-problem/index.html>
- Kare 11. "Nursing dispute is just as much about burnout as it is better pay, experts say." 1 December 2022. <https://www.kare11.com/video/news/local/nursing-dispute-is-just-as-much-about-burnout-as-it-is-better-pay-experts-say/89-70cec83e-55fb-4fc9-a89d-1584ed56d4ea>
- Shockman, Elizabeth. "Report: Minnesota health care workers leaving at 'crisis rates.'" 6 December 2022. *Minnesota Public Radio*. <https://www.mprnews.org/story/2022/12/06/report-minnesota-health-care-workers-leaving-at-crisis-rates>
- Christensen, Jen. "Health care work force on track to recover from pandemic – with a few key exceptions, study finds." 8 April 2022. *CNN*. <https://www.cnn.com/2022/04/08/health/health-care-work-force-recovering/index.html>
- Julianne McShane. "Black women are overrepresented and underpaid in health care's toughest jobs, study shows." 24 February 2022. *The Washington Post*. <https://www.washingtonpost.com/lifestyle/2022/02/24/black-women-health-care-jobs/>
- Claire Cain Miller. "Women's gains in the workforce conceal a problem." 21 Jan 2020. *New York Times*. <https://www.nytimes.com/2020/01/21/upshot/womens-gains-in-the-work-force-conceal-a-problem.html>
- Gulledge, Seth. "Cover story: Health care jobs are booming in NC, but low pay is a big problem." 17 January 2020. *Triangle Business Journal*. <https://www.bizjournals.com/triangle/news/2020/01/17/cover-story-health-care-jobs-are-booming-in-nc-but.html>
- McGregor, Jena. "The shock of unemployment may push men into jobs traditionally held by women, study shows." 15 January 2020. *The Washington Post*. <https://www.washingtonpost.com/business/2020/01/15/shock-unemployment-may-push-men-into-jobs-traditionally-held-by-women-study-shows/>
- Yavorsky, Jill and Dill, Janette. "Unemployment pushes more men into female-dominated jobs." *The Conversation*. 7 January 2020. <http://theconversation.com/unemployment-pushes-more-men-to-take-on-female-dominated-jobs-128982>
- *Republished on *PBS NewHours*, *Business Insider*, and over 20 additional media outlets
- Dill, Janette and Hodges, Melissa. "Is health care the new manufacturing?" *Work in Progress*. 4 January 2020. <http://www.wipsociology.org/2020/01/02/is-health-care-the-new-manufacturing/>
- Pradhan, Rachana. "Medicare for All's jobs problem." November 25, 2019. <https://www.politico.com/news/agenda/2019/11/25/medicare-for-all-jobs-067781>
- University of Minnesota, School of Public Health. Research Brief: Is health care the new manufacturing when it comes to "good jobs?" 16 October 2019 <https://twin-cities.umn.edu/news-events/research-brief-health-care-new-manufacturing-when-it-comes-good-jobs>
- 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>
- Samuels, 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/WjzhrUhDCFnWGN1NcR0cL/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://workingprogress.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>

Reports/Project Publications/Translational Tools

Dill J, Young J, Martin S, Kirkland C, Stabler H, Dahal R, Weiss N, Leung J. 2024. Health Equity Performance Measures Toolkit: A Guide for Local Health Departments. National Association of County and City Health Officials.

<https://www.sph.umn.edu/sph/wp-content/uploads/2024/07/umn-cphs-hepm-toolkit-2024.pdf>

Dill J, Young J, Martin S, Kirkland C, Stabler H, Dahal R, Weiss N, Leung J. 2024. Review of LHDs Defining, Measuring, and Tracking Progress Towards Achieving Health Equity. National Association of County and City Health Officials.

<https://www.naccho.org/uploads/downloadable-resources/Review-of-LHDs-Making-Progress-Towards-Achieving-Health-Equity.pdf>

Dill J, Martin S, Kirkland C, and Corona D. 2024. Exemplary Recruitment and Retention Practices for Community Health Workers. National Association of County and City Health Officials. <https://www.sph.umn.edu/sph/wp-content/uploads/2024/07/umn-cphs-chw-environmental-scan-2024.pdf>

Dill J, Martin S, Kirkland C, and Corona D. 2024. Community Health Worker Toolkit: Capacity Building in Local Health Departments. National Association of County and City Health Officials. <https://www.sph.umn.edu/sph/wp-content/uploads/2024/07/umn-cphs-chw-toolkit-2024.pdf>

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Dill JS, Henning-Smith C, Zhu R, Vomacka E. (2022). Who will care for rural older adults? Measuring the direct care workforce in rural areas. University of Minnesota Rural Health Research Center.

Chuang E, **Dill JS** (2020). California Whole Person Care Frontline Worker Survey Report.

Morgan JC, Greene C, Mingo C, **Dill JS** & Chuang E. Educational videos for health systems implementing MA Focused Care Team Redesign: 14 modules (2018). Good Companies, Good Jobs, MIT Institute for Work and Employment Research.

- Morgan JC, **Dill JS**, Chuang E, & Mingo C (2018). Case studies of four health systems that implemented MA focused Care Team Redesign. Published by Good Companies, Good Jobs, MIT Institute for Work and Employment research. Available: <https://gcgj.mit.edu/whats-new/blog/rethinking-role-medical-assistants-primary-care>
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- Morgan JC, **Dill JS**, Chuang E, Farrar B, Jason K, & Konrad TR (2011). Evaluation Brief: Preliminary Results for Health care Employers.
- Morgan JC, **Dill JS**, Chuang E, Farrar B, Jason K, & Konrad TR (2011). Evaluation Brief: Results from the Jobs to Careers Frontline Worker Survey.
- Morgan JC, **Dill JS**, Chuang E, Farrar B, Jason, K, & Konrad, TR (2010). "Yearly Synthesis Report, 2010: UNC Evaluation of the Jobs to Careers Program." June 2010. The North Carolina Institute on Aging and Cecil G. Sheps Center for Health Services Research. UNC Chapel Hill, NC.
- Morgan JC, **Dill JS**, Chuang E, Farrar B, & Konrad, TR (2009). "Yearly Synthesis Report, 2008: UNC Evaluation of the Jobs to Careers Program." November 2008. The North Carolina Institute on Aging and Cecil G. Sheps Center for Health Services Research. UNC Chapel Hill, NC.
- Konrad TR, Morgan JC, & **Dill JS**. "Descriptive Results from the Short Turnover Survey Conducted for the Office of Long-Term Care of the NC Department of Health and Human Services, 2005" North Carolina Institute on Aging, August 2006, Chapel Hill, NC Available at: <http://www.aging.unc.edu/research/winastepup/reports/>
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- Selected Presentations and Invited Talks** *(limited to last five years)*
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- Dill, Janette, LaTonya Trotter, Kyla F Woodward, and Bianca Frogner. Wage growth among the healthcare workforce during the pandemic and recovery. AcademyHealth, Baltimore, MD (June 2024).
- Dill J and Kim J. *Wage penalties associated with formal and informal care among direct care workers*, Population Association of America, Columbus, OH (April 2024).
- Martin, S., Geressu, H., Demeritte, D., & Dill, J. Racism as a Public Health Crisis: Local Health Official's Perceptions of Racism in Public Health. American Public Health Association Annual Meeting, Atlanta, GA (November 2023).
- Martin, S., Geressu, H., Demeritte, D., & Dill, J. Racism as a Public Health Crisis: Local Health Official's Perceptions of Racism in Public Health. NACCHO 360, Denver, CO (July 2023).
- Dill, J. S., Istayeva, A., Henning-Smith, C., & Frogner, B. Occupational transitions among direct care workers during Covid-19. AcademyHealth, Seattle, WA (June 2023).
- Kirkland, C., Dill, J. S., & Karnik, H. Intent to leave among community health workers (CHWs) in public health agencies.

AcademyHealth, Seattle, WA (June 2023).

Dill, J. Panelist for “What is a good job now? In healthcare” for Zocalo Public Forum, Fresno, CA (July 2023). *Invited*.

Dill, J. Supply and shortages among the direct care workforce. Invited talk for a Minnesota Age & Disabilities Odyssey webinar (May 2023).

Dill, J. Strategies for creating better jobs: Unionization and credentialing in direct care work. Invited talk at the Canadian Institute for Advanced Research (CIFAR) Meeting on the Care Economy (May 2023).

Dill, J. Strategies for creating better jobs: Unionization and credentialing in direct care work. Invited talk at a Healthcare Workforce Symposium at Tulane University, New Orleans, LA (March 2023).

Dill, J. Essential and Exiting: COVID-19’s Impact on Low Wage Healthcare Workers. Center for Women, Gender, & Policy, University of Minnesota (December 2022).

Dill, J. Pilot Grant Presentations. Life Course Center, University of Minnesota (November 2022).

Dill, J. COVID-19, the Gender Gap in Wages, and the Gender Segregation of Occupations [Special Symposium]. Work and Family Research Network (June 2022).

Dill, J. Author Meets Readers: Unfree: Migrant Domestic Work in Arab States by Rhacel Salazar Parreñas [Author Meets Readers]. Work and Family Research Network (June 2022).

Dill, J., Frogner, B. “The gender wage gap among health care workers across educational and occupational groups,” AcademyHealth (June 2022).

Dill, J. "Race and gender in the health care workforce," presented at the Health Policy & Administration Work in Progress Seminar at the University of Minnesota (April 2022).

Dill, J. "Race and gender in the health care workforce," presented at the NIH SDOH Interest Group Seminar (April 2022).

Dill, J. "Race and gender in the health care workforce," presented to SEIU Healthcare Leadership (April 2022).

Dill, J. "Understanding unemployment and wages among health care workers," SEIU Healthcare (December 2021).

Frogner, B., **Dill, J.** "Which Health Care Workers Are at Greatest Risk of Unemployment during the COVID Crisis?," AcademyHealth. (July 2021).

Frogner, B., **Dill, J.** "Which Health Care Workers Are at Greatest Risk of Unemployment during the COVID Crisis?," American Association of Medical Colleges. (June 2021).

Dill, J. "The cumulative care penalty," University of Akron Sociology of Department. (November 2020).

Akosiunu, Odichinma, * **Janette Dill**, Manka Nkimbeng, Tricia Skarphol, Tetyana Shippee (2020). Race, Class, and the Nursing Home Workforce: Experiences of Staff of Color in High-Minority-Proportion Nursing Homes, *Innovation in Aging*, 4, p.689. [10.1093/geroni/igaa057.2409](https://doi.org/10.1093/geroni/igaa057.2409) *Graduate student

Dill J. “The fastest growing health care occupations: Job quality and retention among direct health care workers.” Harry Harwick Course on Health Care Administration 2020, Mayo Clinic (February 2020).

Dill J. “The use of career ladders to improve direct care worker job quality and career mobility” presented at the Evidence Briefing: Achieving Whole Personal Care through Workforce Innovation at University of California Sacramento (November 2019).

Dill J. “Is health care the new manufacturing?” presented at the Health Policy & Administration Work in Progress Seminar at the University of Minnesota (November 2019).

Dill J. “Is health care the new manufacturing?” presented at the Life Course Center at the University of Minnesota (October 2019).

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).

Morgan JC, Chuang E, **Dill JS**, Mingo CA & Williams CW. “Evaluating the impact of medical assistant role expansion on primary care practices.” Paper presented at the AcademyHealth Annual Research Meeting in Seattle, WA (June 2018).

Chuang E, Morgan JC, **Dill JS**, Mingo CA & Williams CW. “The business case for redesigning the role of medical assistants in primary care.” Poster presented at the AcademyHealth Annual Research Meeting in Seattle, WA (June 2018).

Teaching Experience

Advanced Medical Sociology (graduate seminar)
Classical social theory (graduate seminar)
Human resources (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

Other Experience and Professional Memberships

Carework Network Steering Committee (co-chair in 2017-2019)
AcademyHealth (AcademyHealth Workforce Interest Group member starting 2022)
Population Association of America
Work and Family Research Network