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### **Education**

1998 Ph.D., Public Policy, George Washington University, Washington, D.C.  
1975 B.A., Political Science, George Washington University, Washington, D.C.

### **Career Brief**

For over thirty years, Dr. Nightingale has conducted research on various issues related to employment, welfare, poverty, and social policy. She is on the faculty of the Institute for Policy Studies at Johns Hopkins University, where she teaches graduate courses in Social Policy and in Program Evaluation. Her research includes a number of studies of welfare reform and workforce development; program performance measurement; evaluations of programs for low-income youth, families, and adults; research on the labor market, occupations, and the workplace; and analysis of anti-poverty strategies and programs. She is the author of dozens of articles and reports and serves on numerous advisory groups, boards, and task forces. Her most recent book is *Reshaping the American Workforce in a Changing Economy*, co-edited by Harry Holzer (2007). She is also coeditor with Robert Haveman of *The Work Alternative: Welfare Reform and the Realities of the Job Market* (1996); co-author with Eugene Steuerle, Edward Gramlich, and Hugh Hecl of the (1998) book, *The Government We Deserve: Responsive Democracy and Changing Expectations*, and co-editor with Kelleen Kaye of *The Low-Wage Labor Market: Challenges and Opportunities for Self-Sufficiency* (2000).

Her research focuses on evaluating and implementing social policy. She has conducted many studies using multiple data collection and analytic methods using national data bases, program administrative files, and surveys; and directs evaluations using experimental and non-experimental designs. Her projects include quantitative and qualitative analyses, survey research, economic and labor market analysis, institutional analysis, organizational assessments, productivity and performance analysis, impact analysis, process analysis, and budgetary analysis.

### **Professional Background**

2003-Present	Principal Research Scientist/Research Professor, Institute for Policy Studies, Johns Hopkins University, Baltimore, MD
1995-2003	Principal Research Associate, Labor and Social Policy Center, The Urban Institute, Washington, D.C.
1989-2003	Director. Welfare and Training Research Program, Human Resources Policy Center, The Urban Institute, Washington, D.C.
1993-1995	Acting Director. Human Resources Policy Center, The Urban Institute, Washington, D.C.
1986-1995	Senior Research Associate. Human Resources Policy Center, The Urban Institute, Washington, D.C.
1982-1985	Research Associate I. Human Resources Policy Center, The Urban Institute, Washington, D.C.
1981	Research Analyst, Kappa Systems, Inc., Arlington, Virginia
1979-1981	Research Associate I, Employment and Labor Policy Program, The Urban Institute, Washington, D.C.
1978-1979	Research Associate II, Government Organization and Management Program, The Urban Institute, Washington, D.C.
1974-1978	Research Associate II (1976-1978) and Research Assistant (1974- 1978), Institutional Analysis Program, The Urban Institute, Washington, D.C.

### **Other Professional Affiliations**

2003-present	Senior Research Affiliate, National Poverty Center, Gerald R. Ford School of Public Policy, University of Michigan
2003-present	Senior Research Consultant, The Urban Institute
2007-present	Affiliate Faculty, Hopkins Population Center
1992-present	Editorial Board Member, Urban Institute Press

2003-present	Senior Consultant, The World Bank, Social Protection Division
2006- present	National Research Advisor, University of Wisconsin, Institute for Research on Poverty
2003	Adjunct Professor of Public Policy, George Washington University, Washington, DC
2002	Adjunct Professor, Marymount University, Arlington, Virginia, Department of Sociology
1999	Instructor, University of Maryland-Baltimore County, Policy Sciences Graduate Program and Department of Political Science
1993	Expert Advisor on Welfare Reform. White House Interagency Work Group on Welfare Reform. U.S. Department of Health and Human Services, Administration on Children and Families, Washington, D.C.

### **Selected Recent/Current Projects**

**“Evaluation of the Innovative Services to Improve Self-Sufficiency Demonstration”** (Team Leader, Abt Associates prime contractor) 2007-2014, Contract from USDHHS-Administration on Children and Families

**“Evaluation of the President’s High Growth Job Training Initiative,”** (PI, the Urban Institute and JHU)(2006-2008), Task Order Contract from USDOL-Employment and Training Administration.

**“Workforce Policy in a Changing Economy”** (Co-PI with Harry Holzer of Georgetown Univ. (2005-2006), Grant from the Joyce Foundation

**“Evaluation of the New York City Food Stamps Outreach Pilot Projects,”** (PI, 2006-2008), Contract from NYC-Human Resources Administration.

**“Evaluation of the Colorado Works Program”** (Co-PI with Mary Farrell of Lewin Group) 2004-2009; Contract with Colorado State Department of Social Services.

**“Evaluation of the Welfare-to-Work Grants Program”** (Co-PI with Thomas Fraker of Mathematica Policy Research) 1999-2004; Contract with U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation; evaluated DOL-ETA grant projects.

**“Evaluation of the Partners for Fragile Families Projects”** (Acting Project Director 2003; key senior analyst); 2001-2007 Contract with U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation, Urban Institute contract.

**“Evaluation of the Enhanced Services for the Hard-to-Employ Demonstration”** (Senior Evaluator, with MDRC prime contractor and Urban Institute); 2002-2009, Contract with U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation.

**“Evaluation of the Office of Refugee Resettlement Grant Programs”** (Task Leader on Ongoing Evaluation Strategies, with Lewin Group prime contractor); 2004-2007, Contract with U.S. Department of Health and Human Services, Office of Refugee Resettlement.

**“Performance Management in the Workforce Development System”** (Task Order Leader) (with Barnow, through Urban Institute DOL Task Order Contract) 2003-2004; Contract with U.S. Department of Labor, Employment and Training Administration.

**“Job Training Expenditures in the US”** (Task Order Leader, through Urban Institute Task Order Contract) 2003-2005; Contract with U.S. Department of Labor, Employment and Training Administration.

**“The Role of Food Stamps in the Post-Reform Safety Net: The Three City Study”** (PI: Robert Moffitt, Co-Investigator Nightingale, Ribar, and Goerge) 2004-2006; Grant from U.S.D.A, Economic Research Service

**“Welfare and Employment Dynamics Using Matched Data”** (PI: Robert Moffitt, Co-Investigator Nightingale, Ribar, and Goerge) 2005-2008; R01Grant from NIH.

### **Books, Chapters, and Journal Articles**

“Book Review of *Welfare Transformed: Universalizing Family Policies that Work*,” by Robert Cherry, in *Social Service Review*, vol 82 no. 2, June 2008.

“Welfare Program Performance: An Analysis of South Carolina’s Family Independence Program,” Caroline Ratcliffe, Patrick Sharkey and Demetra Smith Nightingale, *American Review of Public Administration* (2007).

*Reshaping the American Workforce in a Changing Economy*, edited by Harry Holzer and Demetra Smith Nightingale and Harry Holzer (Washington, DC: Urban Institute Press), 2007.

*Partners on the Path to Self-Sufficiency: The Story of Seedco’s EarnFair Alliance*, Leila Fiester, Preface by Demetra Smith Nightingale, New York: Seedco, April 2005.

“Overview of New York City’s Welfare Policies,” Demetra Smith Nightingale, in *Managing Welfare Reform in New York City*, E.S. Savas, editor, New York: Rowman & Littlefield Publishers, Inc. 2005 (release date Oct. 2005).

“The Use of Workforce Development Programs by Low-Skilled Youth,” Demetra Smith Nightingale and Elaine Sorensen, in *Youth Opportunity Policies*, Ronald Mincy, Editor (Washington, DC: Urban Institute Press), (release date Nov. 2005).

“Managing Field Data Collection from Start to Finish,” Demetra Smith Nightingale and Shelli Balter Rossman, in *Handbook of Practical Program Evaluation*, Joseph S. Wholey, Harry P. Hatry, and Kathryn E. Newcomer, Editors. San Francisco: Jossey-Bass Publishers, 2004 (2d edition).

“Economic and Labor Market Trends and Policies For Immigrant Families,” Demetra Smith Nightingale and Michael Fix, Children of Immigrant Families? *The Future of Children Issue: Children of Immigrant Families* (Volume 14, No. 2: Summer 2004) [www.futureofchildren.org](http://www.futureofchildren.org)

“The Use of Workforce Development Programs by Low-Skilled Youth,” Elaine Sorensen and Demetra Smith Nightingale, Demetra Smith, in *Black Males Left Behind*, Ronald Mincy, Editor (Washington, DC: Urban Institute Press), 2005.

“Collaborative Networks: Editorial Introduction,” Demetra Smith Nightingale, Guest Senior Editor, *Criminology and Public Policy*, March 2004 Vol. 3, No. 2, 217-220.

“Employment and Training Services Provided by Faith-Based Organizations: An Exploratory Study and Issues for Consideration in the Use of Public Funds,” Fredrica D. Kramer, Demetra Smith Nightingale, John Trutko, Shayne Spaulding, and Burt S. Barnow, in *A Compilation of Selected Papers from the Employment and Training Administration’s 2003 Biennial National Research Conference*, edited by Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon (Washington, DC: USDOL-ETA-OPD-ER), 2003.

The Role of One-Stop Career Centers in Serving Welfare Recipients in 2002, Demetra Smith Nightingale, Fredrica D. Kramer, John Trutko, Michael Egner, and Burt S. Barnow, in *A Compilation of Selected Papers from the Employment and Training Administration’s 2003 Biennial National Research Conference*, edited by Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon (Washington, DC: USDOL-ETA-OPD-ER), 2003.

“Book Review of *Welfare Policymaking in the States: The Devil in Devolution* by Pamela Winston,” Demetra Smith Nightingale, *Contemporary Sociology*, 2003, 32, 6, Nov, 740-741.

“Conceptual Underpinnings of Implementation Analysis,” Pamela Holcomb and Demetra Smith Nightingale, in *Policy Into Action: Implementation Research and Welfare Reforms*, edited by Thomas R. Corbett and Mary Claire Lennon (Washington, DC: Urban Institute Press), 2003.

“Performance-Based Contracting to Achieve Employment Goals: Lessons from Programs for Welfare Recipients,” Fredrica D. Kramer, David C. Wittenburg, Pamela A. Holcomb, and Demetra Smith Nightingale, in *Paying for Results in Vocational Rehabilitation: Will Provider Incentives Work for Ticket to Work*, edited by Kalman Rupp and Stephen H. Bell (Washington, DC: Urban Institute Press), 2003.

“The Organizational Analyst’s Dilemma: Truth or Negative Consequences”, Demetra Smith

Nightingale, Comments on a Case Study, *Public Performance and Management Review*, 2002.

“Work Opportunities for People Leaving Welfare,” Demetra Smith Nightingale, Chapter 6 in *Welfare Reform: The Next Act*, edited by Alan Weil and Kenneth Finegold, Washington, D.C.: Urban Institute Press, 2002.

*Tommy Thompson’s Golden Opportunity*, Demetra Smith Nightingale, *Christian Science Monitor*, January 11, 2001.

*The Low-Wage Labor Market: Challenges and Opportunities for Economic Self-Sufficiency*, Edited by Kelleen Kaye and Demetra Smith Nightingale (Washington, DC: Urban Institute Press), 2000.

“Introduction and Overview,” in *The Low-Wage Labor Market, Challenges and Opportunities for Economic Self-Sufficiency*, Kelleen Kaye and Demetra Smith Nightingale (Washington, D.C.: Urban Institute Press), 2000.

*The Government We Deserve: Responsive Democracy and Changing Expectations*, C. Eugene Steuerle, Edward N. Gramlich, Hugh Hecl, and Demetra Smith Nightingale, Washington, D.C.: The Urban Institute Press, 1998.

“Welfare Employment Programs: Impacts and Cost-Effectiveness of Employment and Training Activities,” Lisa Plimpton and Demetra Smith Nightingale, in Burt S. Barnow and Christopher King, Editors, *Improving the Odds: Evaluating Publicly Funded Training*, Washington, D.C.: Urban Institute Press, 1999.

Book Review of “*Rosa Lee: A Mother and Her Family in Urban America*, by Leon Dash,” appeared in the on-line journal, [intellectualcapitol.com](http://intellectualcapitol.com) September 1996.

“Adding it Up: The Economic Impact of Incarceration on Individuals, Families, and Communities,” Harold Watts and Demetra Smith Nightingale, *Oklahoma Criminal Justice Research Consortium Journal*, vol. 3, August 1996.

“Increasing Employment: Success of Alternative Strategies,” Demetra Smith Nightingale and Pamela Holcomb, Paper prepared for the conference, “From Welfare to Work,” February 21-22, 1996, Airlie Virginia, Committee on Employment of AFDC Mothers, American Academy of Arts and Sciences in conjunction with the Center for the Future of Children at the David and Lucille Packard Foundation. Published in *The Future of Children*, Spring 1997.

“Real Reform or a Shift of Responsibilities,” Isabel V. Sawhill and Demetra Smith Nightingale, Opinion Editorial, *The Washington Post*, February 20, 1995.

*The Work Alternative: Welfare Reform and the Realities of the Job Market*, Demetra Smith Nightingale and Robert H. Haveman, Editors, The Urban Institute Press, 1995.

“Managing Field Data Collection from Start to Finish,” Demetra Smith Nightingale and Shelli Balter Rossman, in *Handbook of Practical Program Evaluation*, Joseph S. Wholey, Harry P. Hatry, and Kathryn E. Newcomer, Editors. San Francisco: Jossey-Bass Publishers, 1994.

“A Beginning Process Study of Washington State's Family Independence Program,” *Evaluation Forum*, Fall 1990 Issue.

“The Institutional Effect of Reform,” in *Welfare Policy for the 1990's*, Edited by Phoebe Cottingham and David Ellwood, Harvard University Press, 1989.

“Workfare and Work Requirement Alternatives for AFDC Recipients: New Priority on an Old Issue,” prepared for National Conference on Social Welfare, 1982 National Forum, Boston, Massachusetts, April 1982, also appears as a chapter in *Social Welfare Forum*, Columbia University Press, 1982.

“Reforming Welfare: Lessons from the WIN Experience,” *Public Administration Review*, No. 3, May/June 1981, John J. Mitchell, Mark Lincoln Chadwin and Demetra S. Nightingale.

“Employment Service Revision: An Institutional Perspective,” *Proceedings of the 1981 Southwest Academy of Management*, Mark Lincoln Chadwin, John J. Mitchell and Demetra S. Nightingale, Spring 1981.

### **Research Reports, Other Publications, Reports and Testimony**

Demetra Smith Nightingale and Jonathan Pollak, “Exploring the Formal and Informal Labor Market in New Orleans,” Paper presented at the Annual Research Conference, Association for Public Policy Analysis and Management, Los Angeles, November 2008

Karin Martinson and Demetra Smith Nightingale, *Ten Key Findings from Responsible Fatherhood Initiatives*, Urban Institute Policy Brief, March 2008.

Demetra Smith Nightingale, Burt S. Barnow and Matthew Maronek, “Early Implementation of the New York City Food Stamps Paperless Office System-Community Based Organization Pilot”, Preliminary Interim Evaluation Report, February 2008

Demetra Smith Nightingale and Sarah Hutcheon, "Employment, Family, and Public Assistance Profile of Aging Low-Income Mothers," Working Paper, *Three Cities Study*, Johns Hopkins University, February 2008.

Demetra Smith Nightingale and John Trutko, "Two Models of Transitional Jobs: CEO and TWC", Draft report for MDRC, Enhanced Services for the Hard-to-Employ Demonstration, January 2008.

Karin Martinson, Demetra Smith Nightingale, Pamela A. Holcomb, Burt S. Barnow, and John Trutko, *Partners for Fragile Families Demonstration Projects: Employment and Child Support Outcomes and Trends*, Research Report Prepared for USDHHS, ASPE, October 2007.

"Colorado Works Expenditure Trends and Patterns," Demetra Smith Nightingale, John Trutko, and Maura Hardy, A report from the Evaluation of Colorado Works, Falls Church VA: Lewin Group, Draft, June 2007.

"A Framework for Continuous Evaluation of Office of Refugee Resettlement Formula Programs Supporting Employment Services," Demetra Smith Nightingale, A report from the Evaluation of Office of Refugee Resettlement Programs, Falls Church VA: Lewin Group, Draft May 2007.

"Implementation and Sustainability: Emerging Lessons from the Early High Growth Job Training Initiative (HGJTI) Grants," J. Trutko, Carolyn T. O'Brien, Pamela Holcomb, and Demetra Nightingale. A report from the National Evaluation of the High Growth Job Training Initiative, Washington: The Urban Institute 2007.

"Employment Services and Employer Interaction in Colorado Works Programs, Demetra Smith Nightingale (JHU) and Judy Emery (University of Colorado), Falls Church, VA, The Lewin Group, May 2006

"Colorado Works Evaluation: Annual Report 2006", Mary Farrell (Lewin), Demetra Nightingale (JHU), John Trutko, Lesley Turner, Burt Barnow, Falls Church, VA, The Lewin Group, July 2006.

"The Implementation of the Partners for Fragile Families Demonstration Program," a report from the Evaluation of the Partners for Fragile Families Demonstration, Karin Martinson, John Trutko, Demetra Smith Nightingale, Pamela Holcomb, and Burt Barnow, Washington, DC: The Urban Institute, March 2005 (Revised report to USDHHS-ASPE).

"Estimates of Public and Private Expenditures on Job Training," Kelly Mikelson and Demetra Smith Nightingale, Washington DC: Urban Institute, July 2004 (Report to USDOL-ETA).

"The National Evaluation of the Welfare-to-Work Grants Program: Final Report, Thomas M. Fraker, Dan M. Levy, Irma Perez-Johnson Alan M. Hershey, Demetra S. Nightingale, Robert B. Olsen, and Rita A. Stapulonis. Princeton, NJ: Mathematica Policy Research, Inc. September 2004 (Report to

USDHSS-ASPE).

“Background Paper on the Status of WIA Performance Standards at the State and Local Levels,” Polina Makievsky, Demetra Smith Nightingale, and Burt Barnow. Baltimore, MD: Johns Hopkins University, Institute for Policy Studies, January 2004 (Report to USDOL-ETA).

“Virginia’s Workforce: Strategies for Achieving a Skilled, Productive, and Educated Workforce,” Kelly S. Mikelson, Caroline Ratcliffe, and Demetra Smith Nightingale, Washington, D.C.: Urban Institute, November 2003.

“Welfare-to-Work Grants Programs: Adjusting to Changing Circumstances,” Demetra Smith Nightingale, Carolyn Taylor O’Brien, Michael Egner, Nancy Pindus, and John Trutko, Washington, D.C.: Urban Institute, November 2003.

“Safety Net Programs in the U.S.,” *A World Bank Course Curriculum and Briefing Book*, Demetra Smith Nightingale, Martha Burt, and Pamela Holcomb, Washington, D.C.: Urban Institute November 2003.

“Strategies for Implementing Priority of Service to Veterans in Department of Labor Programs,” Kelly S. Mikelson, Nancy Pindus, Demetra Smith Nightingale, Michael Egner, Shinta Herwantoro, and Amber Sears, Washington, D.C.: Urban Institute, August 2003.

“The Role of One-Stop Career Centers in Serving Welfare Recipients,” Demetra Smith Nightingale, Burt S. Barnow, John Trutko, and Michael Egner, Washington, DC: Urban Institute, December 2002.

“Work and Welfare In New York City During The Giuliani Administration: Status and Future Directions,” Demetra Smith Nightingale, Nancy Pindus, Fredrica D. Kramer, John Trutko, Kelly Mikelson, and Michael Egner, Washington, DC, Urban Institute, May 2002.

“Performance-Based Contracting to Achieve Employment Goals: Lessons from Programs for Welfare Recipients,” Kramer, Fredrica, Dave Wittenberg, Pamela Holcomb, and Demetra Nightingale, April 2002, Paper presented at a Social Security Administration technical conferences on the Ticket-to-Work program, May 2002 21-21.

“The Availability and Use of Workforce Development Programs Among Low-Skilled Youth,” Elaine Sorensen and Demetra Smith Nightingale, Demetra Smith, April 2002. Paper presented at the Research Conference on Low-Skilled Men at the National Center for Strategic Nonprofit Planning and Community Leadership (NPCL), May 2002.

*The Implementation of Welfare-to-Work Grant Programs*, Demetra Smith Nightingale, Nancy Pindus, and John Trutko, Washington, DC: Urban Institute, June 2002

*An Analysis of South Carolina Counties’ Family Independence Program Performance*, Caroline

Ratcliffe, Patrick Sharkey, and Demetra Nightingale, Washington, DC: Urban Institute, 2002.

*What Affects Welfare Recipients' Employment Prospects: An Examination of South Carolina's Welfare Program*, Caroline Ratcliffe, Demetra Nightingale, and Patrick Sharkey, Paper presented at the Annual Research Conference, Association of Public Policy Analysis and Management, 2001.

*Employment and Training Services and Funding through Faith-Based Organizations: Preliminary Exploration*," Demetra Smith Nightingale, John Trutko, Fredrica D. Kramer, Shayne Spaulding, and Burt S. Barnow, Washington, DC: Urban Institute, June 2001.

*Massachusetts State Update*, Laura Kaye, Demetra Nightingale, Jodi Sandfort, and Lynne Fender, "Assessing the New Federalism Project," Washington, DC: Urban Institute, May 2001.

*The Welfare-to-Work Grants Program: An Evaluation Update*, Alan M. Hershey (Mathematica Policy Research), Demetra Smith Nightingale (Urban Institute) and Irma Perez-Johnson (Mathematica Policy Research), Paper presented at the National Research Conference on Work Security Issues in the U.S., June 2001.

*The Employment Safety Net For Families in a Declining Economy: Policy Issues and Options*, Demetra Smith Nightingale, Wayne Vroman, Kelly S. Mikelson, Burt S. Barnow and Shayne Spaulding, Washington, DC: Urban Institute, March 2001.

*Program Structure and Service Delivery in Eleven Welfare-to-Work Programs*, Report from the National Evaluation of the Welfare-to-Work Grants Program, Demetra S. Nightingale, January 2001

*Welfare to Work Grant Programs Tackle Recruitment Challenges*, Lynne Fender, Demetra Smith Nightingale, and Alan Hershey, Brief No. 00-01, National Evaluation of the Welfare-to-Work Grants Program, September 2000.

"Implications of Aging Baby Boomers in a New Workforce Development System," Fredrica Kramer and Demetra Smith Nightingale, Washington, D.C.: The Urban Institute, December 1999.

"An Overview of Research Related to Wisconsin Works (W-2)," Demetra Smith Nightingale and Kelly S. Mikelson, Washington, DC: The Urban Institute, March 2000.

"Early Implementation of the Welfare-to-Work Grants Program: Findings from Exploratory Site Visits," National Evaluation of the Welfare-to-Work Grants Program, Demetra Smith Nightingale, Terri Thompson, Nancy Pindus, Pamela Holcomb, Edgar Lee, Jesse Valente, and John Trutko, Princeton, N.J.: Mathematica Policy Research, Inc., February, 2000.

"Service Strategies for Non-custodial Parents in Welfare-to-Work Grants Programs," Karin Martinson, Demetra Smith Nightingale, and Edgar Lee, Paper presented at the 1999 Research Conference, Association of Public Policy Analysis and Management, Washington, D.C., Nov. 1999.

“The National Evaluation of the Welfare-to-Work Grants Program: Design Report,” Alan M. Hershey, Thomas M. Fraker, Demetra Nightingale, Stephen H. Bell and Rita Stapulonis, Princeton, N.J.: Mathematica Policy Research, Inc., October 1999.

“Status of the Welfare-to-Work (WtW) Grants Program After One Year,” by Demetra Smith Nightingale, John Trutko, and Burt S. Barnow. (Washington, DC: Urban Institute), September 1999.

“Low-wage and Low-skill Occupations: Identifying the Best Options for Welfare Recipients,” Demetra Smith Nightingale and Edgar Lee, Washington, D.C.: The Urban Institute, May 1999.

“Post-Employment Education and Training Models in the Welfare-to-Work Grants Program,” John Trutko, Demetra Nightingale, and Burt Barnow, Washington, D.C.: The Urban Institute, May 1999.

“Conceptual and Substantive Issues in Process and Implementation Studies of Welfare Policy,” Demetra Smith Nightingale and Pamela Holcomb, prepared for the National Center for Children in Poverty, Columbia University, April 1999.

“Eight Pathways to the Government We Deserve,” Eugene Steuerle, Edward M. Gramlich, Hugh Heclo, and Demetra Smith Nightingale, *The Future of the Public Sector* Policy Brief Series, No. 14, Washington, D.C.: The Urban Institute, March 1999.

“Early Implementation of the Welfare-to-Work (WtW) Grants Program,” John Trutko, Nancy Pindus, Burt S. Barnow, and Demetra Smith Nightingale, Washington, D.C.: The Urban Institute, February 1999.

“Implications and Opportunities in the *Workforce Investment Act* for the Senior Community Service Employment Program,” Washington, D.C.: The Urban Institute, September, 1998.

“Welfare to Work Grants Program: The New Link in the Welfare Reform Chain,” *New Federalism: Issues and Options for States*, Urban Institute Policy Brief Series, September, 1998.

“Accessing Welfare-to-Work Grants Program Funds: Opportunities for Community-Based Organizations Serving Fathers,” Demetra Smith Nightingale and Kathleen Brennan, Washington, D.C.: The Urban Institute, April 1998.

“Federal Employment and Training Policy and Budgetary Changes During the Reagan Administration,” Doctoral Dissertation, George Washington University, Washington, D.C., 1998.

*Issues and Options for Cross-State Analysis of Spending Patterns in the Midwest*, Demetra Smith

Nightingale and Kathleen Brennan, Washington, D.C.: The Urban Institute, December 1997.

“The Structural Link Between JTPA and State Welfare Reform Programs in 1997,” Demetra Smith Nightingale, Russell Jones, Carolyn T. O’Brien, and Kathleen Brennan, Report prepared for the U.S. Department of Labor, Washington, D.C.: The Urban Institute, December 1997.

“Transportation Issues in Welfare Reform,” Report prepared for the U.S. Department of Labor, Washington, D.C.: The Urban Institute, December 1997.

“Private Labeling in the Apparel Industry: Implications for Labor Conditions,” Kathleen M. Brennan and Demetra Smith Nightingale, Report prepared for the U.S. Department of Labor, Washington, D.C.: The Urban Institute, Draft, September 1997.

*The Privatization of Social Services: A Background Paper*, Nancy Pindus and Demetra Smith Nightingale, submitted to U.S. Department of Labor, Office of the Assistant Secretary for Policy. October 1997.

*Employment and Training Policy Implications of the Aging Baby Boom Generation*, Stacy Poulos and Demetra Smith Nightingale, U.S. Department of Labor Monograph, June 1997.

*Workplace Employee Participation: Trends in Flexible Work Structures since the Electromotion Decision*, Demetra Smith Nightingale and Sarah C. von der Lippe, Report prepared for the U.S. Department of Labor, Washington, D.C.: Urban Institute, June, 1997.

“Work-Related Resources and Services: Implications for TANF,” *New Federalism: Issues and Options for States*, Urban Institute Policy Brief Series A, No. A-7, April 1997.

“A General Profile of the Welfare Population,” Report to the U.S. Department of Labor, Washington D.C.: The Urban Institute, March 1997.

“Multiple Job Holders and Unemployment Insurance,” Wayne Vroman and Demetra Smith Nightingale, Washington, D.C.: The Urban Institute, November 1996.

“The Personal Responsibility and Work Opportunity Reconciliation Act of 1996, P.L. 104-193: Summary and Highlights of Major Provisions,” Washington, D.C.: The Urban Institute, Nov. 1996.

“Military Downsizing and the Youth Labor Market: Issues for Employment and Training Policy,”

Duncan Chaplin and Demetra Smith Nightingale, The Urban Institute, May 1996.

“Incumbent Workers’ Views about Lifelong Learning: Findings from Baltimore Area Focus Groups,” Laudan Y. Aron and Demetra Smith Nightingale, Report to the U.S. Department of Labor, The Urban Institute, 1996.

“Future Directions for U.S. Social Policy,” Paper and Presentation at the Smithsonian Institution Resident Associates Seminar Series, Washington, D.C., February 15, 1996.

“Expanding the Capital Market for Worker Training,” Burt S. Barnow, Demetra Smith Nightingale, and John Trutko, prepared for the U.S. Department of Labor, Employment and Training Administration, The Urban Institute, January 1996.

“What Do We Know About Block Grants?” George E. Peterson and Demetra Smith Nightingale, The Urban Institute, July 17, 1995.

“The Economic Consequences of Incarceration for Communities: A Conceptual Framework,” Harold Watts and Demetra Smith Nightingale, Paper prepared for the Vera Institute of Justice, Conference on *The Unintended Consequences of Incarceration*, June 1995.

“Administrative Cost Savings Through Consolidation of Federal Employment and Training Programs: Conceptual Issues and Policy Implications,” Demetra Smith Nightingale and Nancy Pindus, Testimony before the House of Representatives Committee on Government Reform and Oversight, Subcommittee on Human Resources and Intergovernmental Relations, April 4, 1995.

“United States Policies to Promote Employment,” Demetra Smith Nightingale, Burt S. Barnow and Laudan Y. Aron, Report to the U.S. Department of Labor, The Urban Institute, February 1995.

“Administrative Cost Savings Resulting from Federal Program Consolidation,” Nancy Pindus and Demetra Smith Nightingale, Urban Institute Report to the U.S. Department of Labor, December 1994.

“Operational Issues Related to the Current Welfare Reform Proposals,” Testimony Before the U.S. House of Representatives Committee on Government Operations, Subcommittee on Human Resources and Intergovernmental Relations,” March 10, 1994.

*The Evaluation of The Washington State Family Independence Program*, Sharon Long, Demetra

Smith Nightingale and Douglas Wissoker, Urban Institute Report 94-1, 1994.

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“One-Stop Shopping Service Integration: Major Dimensions, Key Characteristics and Impediments to Implementation”, Pamela Holcomb, Kristin Seefeldt, John Trutko, Demetra Nightingale and Burt Barnow, Urban Institute Report to the U.S. Department of Labor, September 1993.

“Community-Based Employment and Service Integration Demonstration Projects for Criminally At-Risk Youth: First Year Process Analysis”, Demetra Nightingale and Caterina Gouvis, Urban Institute Report to the U.S. Department of Health and Human Services, June 1993.

“Final Process Analysis: The Washington State Family Independence Program”, Demetra Smith Nightingale, Pamela Holcomb and Kristin Seefeldt, Urban Institute Report to the Washington State Legislative Budget Committee, May 1993.

“Those Who Found Jobs and Left Welfare: A Preliminary Report from the Evaluation of the Family Independence Program”, Pamela Loprest, Pamela Holcomb, Carolyn O'Brien, Demetra Smith Nightingale and Lee Bawden, Urban Institute Report to the Washington State Legislative Budget Committee, February 1992.

“Services to Clients in The Washington State Family Independence Program (FIP)”, Demetra Smith Nightingale, Anne M. Cammisa, Barbara Cohen, Pamela Holcomb, Carolyn Taylor O'Brien, Kristin Seefeldt and Regina Yudd. Second Process Analysis Report from the Evaluation of the Family Independence Program, Urban Institute Report to the Washington State Legislative Budget Committee, July 1991.

“Supportive Services for Youth,” Demetra Smith Nightingale, Barbara Cohen, and Pamela Holcomb, Youth Research and Technical Assistance Project, in *Dilemmas in Youth Employment Programming*, U.S. Department of Labor Research Report, 92-1, 1992.

“The Role of Private Industry Councils (PICs) in the Job Training Partnership Act”, Demetra Smith Nightingale and Anne M. Cammisa. Urban Institute Policy Memorandum for the U.S. Department of Labor, July 1991.

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“Experiences of Massachusetts ET Job Finders: Preliminary Findings,” Demetra S. Nightingale, Lynn Burbridge, Douglas Wissoker, Lee Bawden, Freya Sonenstein and Neal Jeffries. Paper prepared for the Association of Public Policy Analysis and Management Annual Conference, October 1989.

“The Potential Role of Voluntarism in JTPA,” Demetra Smith Nightingale, Burt Barnow and Regina Yudd, Urban Institute report to the U.S. Department of Labor, Employment and Training Administration, October 1989.

“Evaluation Design for the Family Independence Program,” D. Lee Bawden, Lynn Burbridge, Demetra S. Nightingale, Carolyn O'Brien and David Greenberg, Urban Institute Project Report, September 1989.

“Inside the Black Box: The Role of Process Analysis in Program Evaluation,” Corporation for Enterprise Development, September 1989.

*Evaluation of the Western Interstate Child Support Enforcement Clearinghouse Project*, Pamela Holcomb and Demetra Nightingale, Urban Institute Report to U.S. Department of Health and Human

Services, August 1989.

“JTPA in Other States: Policy Lessons for Tennessee,” Evaluation of JTPA in Tennessee, Vanderbilt Institute for Public Policy Studies, July 1989.

“Local Coordination of Employment and Training Services to Welfare Recipients,” Demetra Nightingale and Lynn Burbridge, Urban Institute Report to the U.S. Department of Labor, April 1989.

“Effects of Increased Emphasis on Education-Related Activities for Welfare Recipients,” paper prepared for the National Assessment of Vocational Education Project, January 1989.

“Evaluation of the Costs and Effectiveness of the Systematic Alien Verification for Entitlements (SAVE) System for Verifying the Immigration Status of Food Stamp Program Applicants,” Demetra S. Nightingale, Anne Cammisa, Pamela Holcomb, Wayne Vroman, and Regina Yudd, Urban Institute report to U.S. Department of Agriculture, FNS, March 1988.

“Institutional Effects of Welfare Reform,” paper prepared for the Rockefeller Foundation Conference on Welfare Reform, Williamsburg, Virginia, February 1988.

“Employment Opportunities for Welfare Recipients,” paper for the annual meetings of the Association for Public Policy Analysis and Management October 30, 1987.

“Summary of Massachusetts ET Choices Evaluation Design,” Demetra S. Nightingale, D. Lee Bawden and Lynn C. Burbridge, paper for the annual meetings of the Association for Public Policy Analysis and Management, October 29, 1987.

“The Status of State Work-Welfare Programs in 1986: Implications for Welfare Reform,” Demetra S. Nightingale, Lynn C. Burbridge, Neal Jeffries, Carolyn T. O'Brien, Sue Poppink and Renee Newman-Smith, Report to the Ford Foundation, July 1987.

“The Use of Computer Matching in Local Food Stamp Agencies,” Demetra S. Nightingale, Regina Yudd, The Urban Institute, report to U.S. Department of Agriculture, FNS, 1987.

*Handbook on Preparing State Plans for Food Stamp Employment and Training Programs*, U.S. Department of Agriculture, FNS, January 1987.

*Planning a Food Stamp Employment and Training Program*, D. Lee Bawden, Wayne Vroman and Demetra S. Nightingale, U.S. Department of Agriculture, FNS, January 1987.

“Computer Matching in the Food Stamp Program: Results of a State Census,” *Food Stamp Program Operations Study*, Demetra S. Nightingale, Sue Poppink and Regina Yudd, U.S. Department of Agriculture, FNS, 1987.

*A Compendium of Selected Employment and Training Services for Food Stamp Applicants and Recipients*, Margaret Simms, Carolyn O'Brien, Demetra S. Nightingale, and Neal Jeffries, U.S. Department of Agriculture, FNS, September 1986.

“State Responses to Changes in Federal Welfare Reform,” Demetra S. Nightingale and D. Lee Bawden, Annual Meeting of the American Political Science Association, Washington, D.C. 1986.

“The Historic Context of Federal Welfare-Employment Policy,” Paper prepared for the National Conference of State Legislatures Conference *Welfare Reform: Programs that Work to Reduce Dependency*, Washington, D.C. June 20, 1986.

“Assessing the Employability of Welfare Clients,” paper prepared for the “New York State Department of Social Services 1986 Training Conference”, Albany, New York, May 22, 1986.

“Employment and Training Initiatives for AFDC Recipients,” Testimony before the Committee on Human Resources, Council of the District of Columbia, April 25, 1986.

*The Inclusion of Medical Support in Child Support Cases: Current Status and Options for the Future*, D. S. Nightingale, K. Swartz, J. Beyna, S. Poppink, M. Christman and S. Beck, The Urban Institute, March 1986.

*A Design and Implementation Plan to Evaluate the Impact of Performance Standards under Title II.A of JTPA*, D. Lee Bawden, Demetra Smith Nightingale and Carolyn Taylor O'Brien, The Urban Institute, January 1986.

“Federal Programs for Training and Employing Economically Disadvantaged Adults,” Prepared for presentation at the National Neighborhood Coalition Conference on the 20th Anniversary of the War on Poverty, Washington, D.C., November 1985

*State Laws, Policies and Practices for Establishing Medical Support for Children*, Demetra Smith

Nightingale, Mary Christman and Sue Poppink, Urban Institute Project Report, October 1985.

*Philadelphia Saturation Work Program Job Readiness Assessment Component*, Demetra S. Nightingale, Carolyn T. O'Brien, D. Lee Bawden and Carol Mason, The Urban Institute, 1985.

*Issues Relevant to Medical Support in Child Support Orders: A Preliminary Review*, Demetra S. Nightingale, Katherine Swartz, Marilyn Moon and Mary Christman, The Urban Institute, July 1985.

“Survey of Absent Parents Design Report”, Freya L. Sonenstein, D. Lee Bawden, Douglas A. Wolf, Demetra S. Nightingale and Charles A. Calhoun, The Urban Institute and The National Opinion Research Center, July 1985.

“Employment Programs for AFDC Clients: Current Status and Prospects for the Future,” Testimony Before the Intergovernmental Relations and Human Resources Subcommittee, Committee on Government Operations, U.S. House of Representatives, July 9, 1985

“Descriptive Analysis of Longitudinal Food Stamp Changes: Analysis of Longitudinal Case Record Abstraction Files,” Roberta Barnes and Demetra S. Nightingale, Omnibus Reconciliation Action Study, The Urban Institute, June 7, 1985.

*Federal Employment and Training Policy Changes in the Reagan Administration: State and Local Response*, Changing Domestic Priorities Discussion Paper, The Urban Institute, March 1985.

*Community Based Organizations in the Job Training Partnership System*, Demetra S. Nightingale and Carolyn Taylor O'Brien, Urban Institute Project Report to the Ford Foundation, October 1984.

“Community Based Organizations in the Job Training Partnership Act,” Testimony to the New York State Job Training Partnership Council, Public Hearings, Albany, New York, October 22, 1984.

“Programs and Policies for the Chronically Unemployed,” Prepared Statement before the Pennsylvania State Planning Board, September 1984.

*Measuring The Reduction of Welfare Dependency: The Experience of Job Training Programs*, Demetra S. Nightingale and Lynn C. Burbridge, Urban Institute Project Report, July 1984.

*Programs for Displaced Homemakers in the 1980s*, Carolyn Taylor O'Brien and Demetra S. Nightingale, Urban Institute Report to U.S. Congress, Office of Technology Assessment, May 1984.

“The Changing Intergovernmental Structure of the Employment and Training System,” Conference on Intergovernmental Relations and the New Federalism: An Update, Center for Legal Studies on Intergovernmental Relations, Tulane University Law School, New Orleans, Louisiana, September 1983. Also, with slight revisions, published in *Urban Law and Policy*, Fall Issue, 1984.

*Employment Development Needs of Displaced Homemakers*, Demetra S. Nightingale, Jean E. Vanski and Carolyn Taylor O'Brien, The Urban Institute, Project Report to the Administration on Aging, 1983.

“Implications of Recent Workfare Program Developments at the State and Local Level,” presentation at the Special Conference on Workfare, American Federation of State, County and Municipal Employees, July 1983.

“Evaluating New Initiatives in Welfare-Employment Programs,” presentation at the Third Annual Conference on Research, Demonstration and Evaluation in Public Social Services, American Public Welfare Association, May 1983.

“The Job Training Partnership Act of 1982: Summary of Major Provisions,” The Urban Institute, October, 1982.

*Assessment of the Joint Federal-State Performance Improvement Projects in the Work Incentive Program*, Demetra S. Nightingale and Diane L. Ferry, Final Project Report to U.S. Department of Labor, The Urban Institute, July 1982.

“Application of Regression Analysis in Setting Placement Productivity Targets for ES Local Offices in Kansas,” Demetra Smith Nightingale, in J.M. Greiner and Annie P. Millar, *Productivity Incentives for Local Offices of the Employment Service: The Experiences of Kansas and New Jersey*, Washington, D.C.: The Urban Institute, 1982.

“The Impact of the Loss of Federal Services on Native American Tribal Governments,” Veronica Tiller, Fred Nicklason, Demetra S. Nightingale and Iles Minoff, Tiller Research, Inc., Prepared for U.S. Department of Health and Human Services, Administration on Native Americans, 1982.

*The Reauthorization of CETA: Administrative and Implementation Issues*, Tracey A. Field, Diane Ferry, Iles Minoff, John Mitchell and Demetra S. Nightingale, National Commission for Employment Policy, by Kappa Systems, Inc., 1981.

*Implementing Welfare-Employment Programs: An Institutional Analysis of The Work Incentive (WIN) Program*, John J. Mitchell, Mark Lincoln Chadwin and Demetra S. Nightingale, The Urban Institute, 1979.

*A Data Book for Welfare/Employment Programs*, Demetra S. Nightingale and John J. Mitchell, Urban Institute Working Paper No. 3618-04, 1978.

*Economic and Demographic Factors Affecting Work Incentive (WIN) Program Performance*, John J. Mitchell, Mark Lincoln Chadwin, Demetra Smith Nightingale and Lawrence M. Mead, Urban Institute Working Paper No. 3618-02, 1977.

*Determination of Key WIN Performance Measures*, John J. Mitchell, Demetra Smith Nightingale, Mark Lincoln Chadwin, and Lawrence Mead, Urban Institute Working Paper No. 3619-01, 1977.

“Day Care Utilization Trends: Socioeconomic Status, Ethnicity and Mobility,” Suzanne H. Woolsey and Demetra S. Nightingale, The Urban Institute, Working Paper, 1977.

### **Selected Recent External Activities**

Association for Public Policy Analysis and Management, Member Policy Board 2004-2008 (elected 2004)

Member Research Advisory Group, Institute for Research on Poverty, University of Wisconsin (appointed 2005)

Guest Senior Editor, *Criminology and Public Policy*, 2004.

Association for Public Policy Analysis and Management, Annual Research Conference Program Committee Member (Chair of the Social Policy Subcommittee 2005, Chair of Welfare Area 1998, 1999, 2000, 2001, 2004); nominating committee 2000, 2001; member international committee 2007-2008.

Member, Governing Board, Milwaukee New Hope Project, Milwaukee, WI, 1998-present.

Member, Board of Directors, Structured Employment and Economic Development Corporation (SEEDCO), New York, NY 2005-present.

Vice President and Member of the Board of Directors, National Work-Based School Initiative, 2007-present.

National Academy of Sciences, Division of Social and Economic Sciences, Proposal Reviewer 2005.

Peer Reviewer: Sage Publications; *Criminology and Public Policy*; *Policy Studies Journal*; *Social Science Quarterly*; Urban Institute Press; Brookings Institution Press.

Center for Addiction and Substance Abuse, CASAWORKS for Families, Evaluation Advisory Committee, 1998-2001.

Wisconsin Department of Workforce Development, National Technical Advisory Board member, Welfare Reform Management and Evaluation Project, 1999-2000.

Milwaukee New Hope Project, Inc., National Advisory Board member 1993-present; Board of Directors 1998-present.

National Center for Children in Poverty, Columbia University, and Institute for Research on Poverty, University of Wisconsin, Welfare Reform Implementation Analysis Work Group member, 1996- 2001.

Arlington County (Virginia) Public Schools, Adult, Vocational, and Career Education Advisory Committee, Member 1990-1996, Chair 1994-1996.

Arlington County (Virginia) Public Schools, Advisory Council on Instruction, Member 1996-1998.

Arlington County (Virginia) Public Schools, County Council of PTAs representative and board member 1999-2002.

Arlington Sister Cities Association, Board of Directors 2002-2005; member 2001-present.

### **Teaching**

“U.S. Social Policy” (Public Policy Graduate Program, Johns Hopkins University) (Current faculty)

“Applied Evaluation” (Public Policy Graduate Program, Johns Hopkins University) (Current

faculty)

“Politics of Social Policy” (Public Policy Graduate Program, University of Maryland-Baltimore County)

“Social Class in America” (Sociology Department, Marymount University)

“Seminar in Welfare and Work Policy” (Public Policy Graduate Program, George Washington University)