

## **Melissa D. Brown**

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### **EDUCATION**

#### **National Resource Center for Participant-Directed Services at Boston College**

*Post-Doctoral Research Fellow*, July 2014 – May 2016

#### **Boston College School of Social Work, Chestnut Hill, MA**

*Doctor of Philosophy*, May 2012

John A. Hartford Doctoral Fellow in Geriatric Social Work

Dissertation: The Work-Eldercare Interface: Workplace Characteristics, Work-family Conflict, and Well-being among Family Caregivers of Older Adults

#### **Boston College School of Social Work, Chestnut Hill, MA**

*Master of Social Work*, May 2006

Area of Concentration: Macro Practice

#### **Stonehill College, (Honors Program), North Easton, MA**

*Bachelor of Arts*, May 2004

Major: Psychology

Magna Cum Laude with departmental honors, Dean's List: 2000-2004

### **CURRENT APPOINTMENTS**

#### **Boston College School of Social Work, Chestnut Hill, MA**

Adjunct Faculty, January, 2010 – Present

### **PUBLICATIONS**

#### **Articles in Peer-Reviewed Journals**

**Brown, M.,** Harry, M., & Mahoney, K. (In Press). "It's Like Two Roles We're Playing': Parent perspectives on navigating self-directed service programs with adult children with intellectual and/or developmental disabilities. *Journal of Policy and Practice in Intellectual Disability*.

**Brown, M.,** Pitt-Catsoupes, M. (2015). A mediational model of workplace flexibility, work-family conflict, and perceived stress among caregivers of older adults. *Community, Work, Family*, DOI: 10.1080/13668803.2015.1034656

**Brown, M.,** Pitt-Catsoupes, M., McNamara, T., Besen, E. (2014). Returning to the

- workforce after retiring: Perceptions of job demands, job control, and social support. *International Journal of Human Resource Management*.
- Ludlow, L. H., Matz-Costa, C., Johnson, C., **Brown, M.**, Besen, E., & James, J. B. (2014). Measuring engagement in later life activities: Rasch-based scenario scales for work, caregiving, informal helping, and volunteering. *Measurement and Evaluation in Counseling and Development*, 47, 127-151. doi: 10.1177/0748175614522273
- Besen, E., Matz-Costa, C., Smyer, M., **Brown, M.**, & Pitt-Catsouphes, M. (2013). Job Characteristics, Core Self Evaluations, and Job Satisfaction: What's Age Got to Do With It?. *International Journal of Aging and Human Development*, 76(4), 269-295. doi: 10.2190/AG.76.4.a
- Brown, M.** , & Pitt-Catsouphes, M. (2013). Workplace characteristics and work-to-family conflict: Does caregiving frequency matter? *Journal of Gerontological Social Work*, 56, 452-460. doi: 10.1080/01634372.2013.792910
- Matz-Costa, C., James, J. C., Ludlow, L., **Brown, M.**, Besen, E., & Johnson, C. (2013). The meaning and measurement of productive engagement in later life. *Social Indicators Research*. doi: 10.1007/s11205-013-0469-6
- McNamara, T., **Brown, M.**, Aumann, K., Pitt-Catsouphes, M., Galinsky, E., & Bond, J. T. (2013). Working in retirement: A brief report. *Journal of Applied Gerontology*, 32(1), 120-132. doi: 10.1177/0733464811408085
- McNamara, T. K., Pitt-Catsouphes, M., & **Brown, M.** (2013). Employer Policies for Dependent Care: The Role of Internal Demographics. *The Journal of Managerial Issues*, 25(2), 192-211.
- McNamara, T. K., **Brown, M.**, & Pitt-Catsouphes, M. (2012). Motivators for and barriers against workplace flexibility: Comparing nonprofit, for-profit, and public sector organizations. *Community, Work, and Family*, 15(4), 487-500. doi:10.1080/13668803.2012.732789
- McNamara, T. K., Pitt-Catsouphes, M., **Brown, M.**, & Matz-Costa, C. (2012). Access to and utilization of flexible work options. *Industrial Relations*, 51(4), 936-965. doi:10.1111/j.1468-232X.2012.00703.x.
- McNamara, T. K., Pitt-Catsouphes, M., Matz-Costa, C., **Brown, M.**, & Valcour, M. (2012). Across the continuum of satisfaction with work–family balance: Work hours, flexibility-fit, and work–family culture. *Social Science Research*. doi:10.1016/j.ssresearch.2012.10.002
- Valcour, M., Ollier-Malaterre, A., Matz-Costa, C., Pitt-Catsouphes, M., & **Brown, M.**

- (2011). Influences on Employee Perceptions of Organizational Work-Life Support: Signals and Resources. *Journal of Vocational Behavior*, 79(2), 588-595. doi: 10.1016/j.jvb.2011.02.002
- Lee, E. O., **Brown, M.**, & Bertera, E. (2010). The use of an online diversity forum in facilitating dialogue on sensitive issues: A quasi-experimental design. *Journal of Teaching in Social Work*, 30, 272-287. doi: 10.1080/08841233.2010.499066
- Brown, M.**, & Pitt-Catsoupes, M. (Under Review). A mediational model of workplace flexibility, work-family conflict, and perceived stress among caregivers of older adults? *Community, Work, and Family*.

### Chapters in Edited Volumes

- Brown, M.** (2010). The 'state' of paid family leave: Insights from the 2006 & 2007 legislative sessions. In E. M. Douglas (Ed.), *Innovations in child and family policy* (pp. 191-210). Lanham, MD: Lexington Books.
- Pitt-Catsoupes, M., Matz-Costa, C., & **Brown, M.** (2010). The prism of age: Managing age diversity at the 21st century workplace. In S. Tyson, & E. Parry (Eds.), *Managing an age diverse workforce* (pp. 80-94). London: Palgrave Macmillan.

### Reports, Briefs, and Newsletter Articles

- Aumann, K. Galinsky, E., Sakai, K. **Brown, M.**, & Bond, J. T. (2010). *Working family caregivers of the elderly: Everyday realities and wishes for change*. Families and Work Institute: New York.
- Brown, M.**, Aumann, K., Pitt-Catsoupes, M., Galinsky, E., Bond, J. T. (2010). *Working in retirement: A 21<sup>st</sup> century phenomenon*. Families and Work Institute: New York.
- Brown, M.**, Wong, M., & McNamara, T. (2009, June). *Comparing the priorities of state agencies and the private sector*. (Issue Brief 01). Chestnut Hill, MA: Sloan Center on Aging and Work at Boston College.
- Brown, M.**, Wong, M., & McNamara, T. (2009, June). *Flexible work options in state agencies* (Issue Brief 02). Chestnut Hill, MA: Sloan Center on Aging and Work at Boston College.
- McNamara, T, Wong, M., **Brown, M.** & Pitt-Catsoupes, M. (2009, March). *States as employers of choice*. (Research Highlight 01). Chestnut Hill, MA: Sloan Center on Aging and Work at Boston College.
- Brown, M.**, & Lettieri, C. (2008). Supporting military families with children. *Policy Briefing Series, (15)*. Boston College: Sloan Work and Family Research Network.

**Brown, M., Shulkin, S., & Pitt-Catsoupes, M. (2008).** Providing working families with an important resource: Time. *Policy Briefing Series, (13)*. Boston College: Sloan Work and Family Research Network.

**Brown, M., Shulkin, S. & Casey, J. (2007).** Supporting low wage workers. *Policy Briefing Series, (12)*. Boston College: Sloan Work and Family Research Network.

**Brown, M., Shulkin, S. & Casey, J. (2007).** Paid sick days. *Policy Briefing Series, (10)*. Boston College: Sloan Work and Family Research Network.

**Brown, M., Shulkin, S. & Casey, J. (2007).** Support for workers with dependent care needs. *Policy Briefing Series, (9)*. Boston College: Sloan Work and Family Research Network.

### **MEDIA**

**Brown, M. (2013).** Benefits of an eldercare-friendly workplace *Social Work Today, 13*(1), 32-33. Retrieved from <http://www.socialworktoday.com/archive/012113p32.shtml>

**Brown, M. (2012, August 8th).** Towards an elder friendly workplace. *AGenda: Aging & Work Blog*. Retrieved from <http://agingandwork.bc.edu/blog/>

### **COMPETITIVE GRANTS AND FELLOWSHIPS**

#### **Boston College Ignite Award (\$30,000)**

Principal Investigator, 2015-2016

*Study title:* Preserving the Continuity and Quality of Self-Directed Supports across the Lifespan for Individuals with Intellectual and Developmental Disabilities: Family Caregivers' Perspectives

#### **John A. Hartford Doctoral Fellowship in Geriatric Social Work (\$70,000)**

Principal Investigator, 2010-2012

*Dissertation title:* The Work-Eldercare Interface: Workplace Characteristics, Work-family Conflict, and Well-being among Family Caregivers of Older Adults

#### **Boston College Graduate School of Social Work Doctoral Fellowship**

Recipient, 2006-2009

#### **Stonehill College Psychology Department Travel Grant**

Recipient, 2003

#### **Chris A. Soucy Memorial Scholarship (\$2000)**

Recipient, 2000

**HONORS AND AWARDS**

**AARC/MECD Patricia B. Elmore Award for Outstanding Research in  
Measurement and Evaluation**

*October 2014*

Award given to the author or authors of the manuscripts deemed to have made the greatest contribution to the professional literature. Paper: *Measuring engagement in later life activities: Rasch-based scenario scales for work, caregiving, informal helping, and volunteering.*

**Boston College Graduate School of Social Work Award of Excellence in Macro  
Social Work Practice**

*May 2006*

**New England Psychology Association Undergraduate Scholar**

*September 2004*

**Stonehill College Honors Program Scholar**

*May 2004*

**Psi Chi National Honor Society in Psychology, Stonehill College, North Easton, MA**

*May 2004*

**RESEARCH EXPERIENCE**

**Sloan Center on Aging & Work at Boston College, Chestnut Hill, MA**

*Research Consultant*, September 2010 – March 2013

*Research Associate*, September 2009 – August 2010

*Research Assistant*, August 2008 – August 2009

**The Families and Work Institute, Brooklyn, NY**

*Research Consultant*, August 2008-December 2009

**Boston College Graduate School of Social Work, Chestnut Hill, MA**

*Research Assistant*, January 2005-August 2006

**PRACTICE EXPERIENCE**

**Sloan Work and Family Research Network at Boston College, Chestnut Hill, MA**

*Research Assistant*, December 2006-August 2008

**National Association of Social Workers MA Chapter, Boston, MA**

*Graduate Student Intern*, September 2005 – May 2006

**Catholic Charities North, Lynn, MA**

*Graduate Student Intern*, September 2004 – May 2005

**Boston College Graduate School of Social Work, Chestnut Hill, MA**  
*Graduate Assistantship*, September 2005-May 2006

**Boston College, Chestnut Hill, MA**  
**Stonehill College, North Easton, MA**  
*Writing Tutor*, September 2001-May 2005

**Cardinal Cushing Center, Hanover, MA**  
*Child Care Worker*, May 2003-August 2004

## **PROFESSIONAL SERVICE**

### **Manuscript Reviewer**

- Community, Work, and Family
- Journal of Gerontological Social Work

### **Research Advisor**

- Catholic Charities North (2014)
- Global Potential (2014)

### **Professional Activities and Affiliations**

- Gerontological Society of America
- Society for Social Work and Research
- Work and Family Researchers Network
- Council on Social Work Education

## **TEACHING EXPERIENCE**

### **Courses**

- **Professional Development Seminar**, Boston College Graduate School of Social Work
- **Tools for Scholarship**, Boston College Graduate School of Social Work,
- **Research Methods for Social Work Practice**, Boston College Graduate School of Social work
- **Program Evaluation**, Boston College Graduate School of Social Work

### **Teaching Assistantships**

- **Macro Skills in Social Work Practice**, Professor: Marcie Pitt-Catsouphes, Ph.D., Boston College Graduate School of Social Work, Fall 2008
- **Multivariate Statistics**, Professor: Ce Shen, Ph.D., Boston College Graduate School of Social Work, Fall 2009

### **Guest Lectures**

- **Policy Issues in Family and Children's Services**, Professor: Stephanie Berzin, Boston College Graduate School of Social Work, Spring 2009

**INVITED PRESENTATIONS**

James, J., Matz-Costa, C., Ludlow, L., **Brown, M.**, Besen, E., Johnson, C. (2013, April). *Beyond the 'busy ethic': The meaning and measurement of engagement in later life*. Invited address to the Gerontology Department, University of Massachusetts, Boston, MA.

Ludlow, L., Matz-Costa, C., Johnson, C., **Brown, M.**, James, J., & Besen, E. (2013, February 4). *The measurement of engagement in later life: Multiple contexts, multiple approaches*. A presentation to the School of Counselling, Human Services and Social Work, Faculty of Education, University of Auckland, Auckland, New Zealand.

**REFEREED PRESENTATIONS**

Johnson, C., Ludlow, L., Matz-Costa, C., **Brown, M.**, Besen, E., & James, J. (2013, April). Development of a work engagement scale: Examining the utility of scenario-style items. Paper presented at the 2013 American Educational Research Association (AERA) Annual Meeting- Rasch Special Interest Group, San Francisco, CA.

Ludlow, L.H., Johnson, C., Matz-Costa, C., **Brown, M.**, Besen, E. & James, J. (2013, April 19). *The construction of Rasch-based scenarios*. Paper presented at the New England Educational Research Organization annual meeting. Portsmouth, NH.

**Brown, M.** (2011, Nov 18-22). Workplace Flexibility, Work-family Conflict, and Perceived Stress among Caregivers of Older Adults Poster presented at the Gerontological Society of America (GSA) Conference in Boston, MA

**Brown, M.**, Pitt-Catsoupes, M., & Besen, E. (2010, Nov 19-23). Working in retirement: Implications for career development theory. Paper presented at the Gerontological Society of America (GSA) Conference in New Orleans, LA.

**Brown, M.**, Aumann, K., Pitt-Catsoupes, M., Galinsky, E., Bond, J. T. (2010, August 6-10). Working in retirement: A 21<sup>st</sup> century phenomenon. Paper presented at the Academic of Management Conference in Montreal, Canada

Cahill, K. E., Giandrea, M. D., & **Brown, M.** (2010, Jan 2-4). *Stepping Stones and Bridge Jobs: Determinants and Outcomes*. (Panel Presentation, Panel Title: Forensic Economics). Atlanta, GA: Annual American Economic Association Conference.

Matz-Costa, C., Pitt-Catsoupes, M., & **Brown, M.** (2009, April 2-4). *Age, Flexibility, and Engagement in the New Millennium*. (Symposium Title: Work-life Research in a Social Context). New Orleans, LA: Annual Society for Industrial and Organizational Psychology Conference.

- Brown, M.,** McNamara, T., & Wong, M. (2009, November 17-21). *The States-as-Employers of Choice Survey: Assessing State Agencies' Level of Awareness and Response to the Aging Workforce*. Poster presented at the Gerontological Society of America (GSA) Conference in Atlanta, GA.
- Brown, M. & Wong, M.** (2009, April 24-25). *Workplace Flexibility for an Aging Workforce: The Case of State Government*. Poster presented at the Older Workers and Social Policy in the 21<sup>st</sup> Century Symposium at the University of Massachusetts, Boston.
- Brown, M.** (2008, July 10-11). *The 'State' of Paid Family Leave Legislation: An Analysis of the 2007 Legislative Session*. (Panel Presentation, Panel Title: Families and Parents). Bridgewater, MA: National Research Conference on Child and Family Programs and Policy.
- Brown, M. & Therrian, J.** (2003, March 14). *The First Year of College: Do Expectations Match Experience?* Poster presented at the Eastern Psychological Association Conference: Baltimore, MD.