

# SARAH JANE GLYNN

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## EXPERIENCE

### CURRENT

**OCTOBER 2019 – PRESENT**

**SENIOR FELLOW, CENTER FOR AMERICAN PROGRESS**

**OCTOBER 2016 – PRESENT**

**CONSULTANT**

*Partial selection of current and past clients includes:*

- *Connecticut State Office of Policy and Management*
- *Family Story*
- *National Partnership for Women and Families*
- *Washington Center for Equitable Growth*
- *Hawaii Children's Action Network & Hawaii State Commission on the Status of Women*
- *Montgomery County Council, Maryland*

**SEPTEMBER 2017 – PRESENT**

**SENIOR FELLOW, NATIONAL ACADEMY OF SOCIAL INSURANCE**

### PREVIOUS

**AUGUST 2018 – DECEMBER 2019**

**DIRECTOR OF AGING AND DISABILITY SERVICES, GREATER NASHVILLE REGIONAL COUNCIL**

**OCTOBER 2016 – DECEMBER 2016**

**SENIOR POLICY ADVISOR, CENTER FOR AMERICAN PROGRESS**

**JANUARY 2015 – SEPTEMBER 2016**

**DIRECTOR OF WOMEN'S ECONOMIC POLICY, CENTER FOR AMERICAN PROGRESS**

**MARCH 2013 – JANUARY 2015**

**SENIOR POLICY ANALYST, CENTER FOR AMERICAN PROGRESS**

**JUNE 2011 – DECEMBER 2012**

**POLICY ANALYST, CENTER FOR AMERICAN PROGRESS**

**SEPTEMBER 2010 – AUGUST 2011**

**FELLOW, ROBERT PENN WARREN CENTER, VANDERBILT UNIVERSITY**

**JUNE 2008 – AUGUST 2010**  
**LECTURER, VANDERBILT UNIVERSITY**

**JANUARY 2009 – JUNE 2010**  
**LECTURER, BELMONT UNIVERSITY**

#### **FUNCTIONAL WORK EXPERIENCE:**

- Contributing to planning, including taking the lead in setting the research agenda for the women's econ portfolio and seeing it to completion.
- Responsibility for conducting and overseeing original quantitative and policy research on issues related to U.S. labor market trends, employment, work and family issues, gender, and the economy including authoring and co-authoring the majority of CAP Women's Initiative's economic research.
- Collaborating with internal and external colleagues and Hill offices and representing CAP in an array of coalitions and working groups, including the Work-Family Strategy Council, AEI-Brookings Working Group on Paid Family and Medical Leave (2018), and the Paid Leave for All Policy and Research Working Groups.
- Representing CAP and the Women's Initiative publicly, including providing written and oral testimony before Congress, state legislatures, and local government bodies, along with regular media appearances (radio, press, television), public speaking engagements, and conference presentations.
- Supervising, training, and overseeing the work of 1-3 junior staff members and interns.
- Managing and maintaining relationships with funders including making pitches for new funding and writing grant proposals and grant reports.
- Managing grants totaling over \$3 million.

#### **EDUCATION**

**PH.D., SOCIOLOGY, VANDERBILT UNIVERSITY, NASHVILLE, TN**

**B.A., WOMEN'S STUDIES (CONCENTRATION IN LGBT STUDIES), UNIVERSITY OF CALIFORNIA, LOS ANGELES**

#### **OTHER SKILLS**

- Media trained with frequent media appearances (clips available upon request):
- TV interviews, including: MSNBC, PBS, CSPAN, FOX News, Bloomberg, and Al-Jazeera;
- Radio interviews, including: NPR, Radio Boston, Wisconsin Public Radio, and Oregon Public Broadcasting Radio;
- Citations in print and online media, including *The New York Times*, *The Washington Post*, *US News and World Report*, *The Wall Street Journal*, and *The New York Post*.

## STATE POLICY RESEARCH

Glynn, Sarah Jane, Kitty Richards and Jessie Posilkin, *Key Considerations for Implementing Paid Family and Medical Leave in Connecticut*. Hartford, CT: Office of Policy and Management, (forthcoming).

Glynn, Sarah Jane. *Implementing Paid Family Leave Insurance: Hawaii*. Washington DC: U.S. Department of Labor, 2017.  
[https://www.dol.gov/wb/media/Hawaii\\_Report\\_Final\\_2.pdf](https://www.dol.gov/wb/media/Hawaii_Report_Final_2.pdf)

———. *Implementing Paid Family and Medical Leave Insurance: Montgomery County, Maryland*. Washington DC: U.S. Department of Labor, 2016.  
[https://www.dol.gov/wb/media/MoCo\\_Final\\_Report\\_2016\\_Final\\_Narrative\\_Report.pdf](https://www.dol.gov/wb/media/MoCo_Final_Report_2016_Final_Narrative_Report.pdf).

Glynn, Sarah Jane, Gayle Goldin, Jeffrey Hayes, Sarah Fleisch Fink, Sherry Leiwant, and Vicki Shabo. *Implementing Paid Family Leave Insurance: Connecticut*. Hartford, CT: Connecticut Department of Labor, 2016.  
<https://www.ctdol.state.ct.us/FMLI%20report%20for%20CT.pdf>.

## REPORTS, BRIEFS, AND COLUMNS

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<https://www.americanprogress.org/issues/women/news/2021/03/29/497658/breadwinning-mothers-critical-familys-economic-security/>

Carratala, Sofia, Nicole Prchal Svajlenka, and Sarah Jane Glynn. *A Profile of Immigrant Women in the Workforce*. Washington DC: Center for American Progress, March 2021.  
<https://www.americanprogress.org/issues/immigration/news/2021/03/10/496907/profile-immigrant-women-workforce/>

Glynn, Sarah Jane. *Raising the Minimum Wage Is Key To Supporting the Breadwinning Mothers Who Drive the Economy*. Washington DC: Center for American Progress, February 2021.  
<https://www.americanprogress.org/issues/economy/news/2021/02/23/496219/raising-minimum-wage-key-supporting-breadwinning-mothers-drive-economy/>

Kashen, Julie, Sarah Jane Glynn, and Amanda Novello. *How COVID-19 Sent Women's Workforce Progress Backward*. Washington DC: Center for American Progress, October 2020.  
<https://www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/>

Glynn, Sarah Jane. *Coronavirus Paid Leave Exemptions Exclude Millions of Workers from Coverage*. Washington DC: Center for American Progress, April 2020.  
<https://www.americanprogress.org/issues/economy/news/2020/04/17/483287/coronavirus-paid-leave-exemptions-exclude-millions-workers-coverage/>

- Glynn, Sarah Jane and Katie Hamm. *The Economics of Caregiving for Working Mothers*. Washington DC: Center for American Progress, December 2019. <https://www.americanprogress.org/issues/early-childhood/reports/2019/12/10/478387/economics-caregiving-working-mothers/>
- Glynn, Sarah Jane. *Breadwinning Mothers Continue to be the U.S. Norm*. Washington DC: Center for American Progress, May 2019. <https://www.americanprogress.org/issues/women/reports/2019/05/10/469739/bread-winning-mothers-continue-u-s-norm/>
- Fremstad, Shawn, Sarah Jane Glynn, and Angelo Williams. *The Case Against Marriage Fundamentalism: Embracing Family Justice for All*. Washington DC: Family Story, April 2019. <https://familystoryproject.org/wp-content/uploads/2019/04/Case-Against-Marriage-Fundamentalism-Family-Story-Report-040419.pdf>
- Glynn, Sarah Jane. *Trump's Attacks on Families*. Washington DC: Family Story, April 2019. <https://familystoryproject.org/wp-content/uploads/2019/04/Trump-Attacks-on-Families-Family-Story.pdf>
- Gitis, Ben, Sarah Jane Glynn, and Jeffrey Hayes. "Comparison of Methods for Cost Estimates of a Federal Paid Family and Medical Leave Program Using Public Data," *American Enterprise Institute-Brookings Institution Working Group Report on Paid Family and Medical Leave*. Washington DC: American Enterprise Institute, September 2018, pp. 77-94. <http://www.aei.org/publication/the-aei-brookings-working-group-report-on-paid-family-and-medical-leave/>
- Glynn, Sarah Jane. *An Unequal Division of Labor: How Equitable Workplace Policies Would Benefit Working Mothers*. Washington DC: Center for American Progress, May 2018. <https://www.americanprogress.org/issues/women/reports/2018/05/18/450972/unequal-division-labor/>
- . *Gender Wage Inequality*. Washington DC: Washington Center for Equitable Growth, April 2018. <https://equitablegrowth.org/research-paper/gender-wage-inequality/>
- Glynn, Sarah Jane, Alexandra L. Bradley, and Benjamin W. Veghte. *Paid Family and Medical Leave: The Need for Social Insurance*. Washington DC: National Academy of Social Insurance, September 2017. <https://www.nasi.org/sites/default/files/research/NASI%20PFML%20brief%202017-%20Final.pdf>
- Glynn, Sarah Jane and Danielle Corley. *The Cost of Work-Family Policy Inaction*. Washington DC: Center for American Progress, September 2016. <https://cdn.americanprogress.org/wp-content/uploads/2016/09/22060013/CostOfWorkFamilyPolicyInaction-report.pdf>

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- Glynn, Sarah Jane, Heather Boushey, Peter Berg, and Danielle Corley. *Fast Facts on Who Has Access to Paid Time Off and Flexibility*. Washington DC: Center for American Progress, April 2016. <https://cdn.americanprogress.org/wp-content/uploads/2016/04/21134009/WhoHasAccess-FS.pdf>
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- — —. *Fast Facts: Economic Security for Nevada Families*. Washington DC: Center for American Progress, February 2016. <https://cdn.americanprogress.org/wp-content/uploads/2015/10/05090151/EconSecurityNVfamilies-factsheet-Feb2016.pdf>
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- Glynn, Sarah Jane. *Breadwinning Mothers, Then and Now*. Washington DC: Center for American Progress, June 2014. <http://cdn.americanprogress.org/wp-content/uploads/2014/06/Glynn-Breadwinners-report-FINAL.pdf>
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- . *What the FAMILY Act Means for Low-Income Workers*. Washington D: Center for American Progress, December 2013. <http://www.americanprogress.org/wp-content/uploads/2013/12/FamilyActFactsheet-lowincome.pdf>

- . *What the FAMILY Act Means for People with Disabilities*. Washington DC: Center for American Progress, December 2013. <https://cdn.americanprogress.org/wp-content/uploads/2013/12/FamilyActFactsheet-disabilities-1.pdf>
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- . *What the FAMILY Act Means for Communities of Color*. Washington DC: Center for American Progress, December 2013. <http://www.americanprogress.org/wp-content/uploads/2013/12/FamilyActFactsheet-CoC.pdf>
- . *What the FAMILY Act Means for the LGBT Community*. Washington DC: Center for American Progress, December 2013. <http://www.americanprogress.org/wp-content/uploads/2013/12/FamilyActFactsheet-LGBT.pdf>
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- Glynn, Sarah Jane, Jane Farrell, and Nancy Wu. *The Importance of Preschool and Child Care for Working Mothers*. Washington D.C.: Center for American Progress, May 2013. <http://www.americanprogress.org/issues/education/report/2013/05/08/62519/the-importance-of-preschool-and-child-care-for-working-mothers/>
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- Glynn, Sarah Jane and Jane Farrell. *The United States Needs to Guarantee Paid Maternity Leave*. Washington D.C.: Center for American Progress, March 2013. <http://www.americanprogress.org/issues/labor/news/2013/03/08/55683/the-united-states-needs-to-guarantee-paid-maternity-leave/>

Boushey, Heather, Ann O’Leary, and Sarah Jane Glynn. *Our Working Nation in 2013: An Updated National Agenda for Work and Family Policies*. Washington, D.C.: Center for American Progress, February 2013.

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Glynn, Sarah Jane. *Working Parents’ Lack Access to Paid Leave and Workplace Flexibility*. Washington, D.C.: Center for American Progress, November 2012.

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Boushey, Heather, and Sarah Jane Glynn. *Celebrating the Success of California’s Paid Family Leave Act*. Washington D.C.: Center for American Progress, September 2012.

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- . *Fact Sheet: Paid Family and Medical Leave*. Washington, D.C.: Center for American Progress, August 2012.  
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- Glynn, Sarah Jane and Joanna Venator. *Fact Sheet: Workplace Flexibility*. Washington, D.C.: Center for American Progress, August 2012.  
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- Glynn, Sarah Jane. *Fact Sheet: The Wage Gap for Women*. Washington, D.C.: Center for American Progress, August 2012.  
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- . *Más niños latinos pasarían hambre bajo la Enmienda de la Congresista Roby*. Washington, D.C.: Center for American Progress, July 2012.  
<http://www.americanprogress.org/espanol/inicio/immigration/sns/2012/07/12/11936/mas-ninos-latinos-pasarian-hambre-bajo-la-enmienda-de-la-congresista-roby/>
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- Fitz, Marshall and Sarah Jane Glynn. *Separando el mito de la verdad sobre el crédito tributario por hijo o el "child tax credit"*. Washington, D.C.: Center for American Progress, June 2012.  
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- Glynn, Sarah Jane, and Heather Boushey. *President's Bureau of Labor Statistics Budget Will Lead to Better Policies for Workers*. Washington, D.C.: Center for American Progress, February 2012.  
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## POPULAR ECONOMIC WRITING

Roberts, Lily and Sarah Jane Glynn. "To save thousands of lives, Congress must extend unemployment benefits and paid leave." *MarketWatch*, Dec. 11, 2020.

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[http://www.huffingtonpost.com/sarah-jane-glynn/gender-wage-gap-retirement-security\\_b\\_9661748.html?1460396335](http://www.huffingtonpost.com/sarah-jane-glynn/gender-wage-gap-retirement-security_b_9661748.html?1460396335)

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Glynn, Sarah Jane, and Laura Durso. "Op-Ed: Family Act Gets Us Closer to Workplace Equality." *The Advocate*, December 23, 2013.

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Glynn, Sarah Jane, and Heather Boushey. "Ensuring Low-Wage Workers Also 'Benefit' from Benefits." *Spotlight on Poverty and Opportunity*, February 5, 2013.

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Glynn, Sarah Jane and Jane Farrell. "Latinos deserve equal access to paid leave and workplace flexibility." *NBC Latino*, November 11, 2012. <http://nbclatino.com/2012/11/29/op-ed-latinos-deserve-equal-access-to-paid-leave-and-workplace-flexibility/>

## BOOK CHAPTERS AND ENCYCLOPEDIA ENTRIES

Boushey, Heather, and Sarah Jane Glynn. "Women & Paid Work." Edited by David Coates, Kathy Smith, and C. William Walldorf. *The Oxford Companion to American Politics*. Oxford University Press, 2012.

## TESTIMONY

### (PARTIAL LIST)

*U.S. House of Representatives, House Education and Labor Committee, Subcommittee Hearing, "The Healthy Families Act (H.R. 1784): Examining a Plan to Secure Paid Sick Leave for U.S. Workers."* Washington DC (March 2020).

*State of Virginia, Subcommittees of the House Commerce and Labor Committee and the Senate Commerce and Labor Committee, "Joint Meeting on Paid Family and Medical Leave."* (September 2019).

*Vermont State House General Committee, "H. 196 - An act relating to paid family leave."* Montpelier, VT (March 2017).

*Council of the District of Columbia, Committee of the Whole, "Bill 21-415, Universal Paid Leave Act of 2015,"* Washington DC (January 2016).

## INVITED SPEAKING ACTIVITIES

### (PARTIAL LIST)

*New York City Bar Association, "Women Leaving the Law During COVID-19: Why Is It Happening & How Do We Fix It?"* Remote (May 2021).

*Deseret News, "Pandemic Unemployment Disparity: Women Bearing the Brunt."* Remote (February 2021).

*Family Story, "Solo Parents and Paid Leave for Care of Newborn Children Under the FAMILY Act"* Remote (September 2020).

*A Better Balance and The Ford Foundation, "Future of Work and Social Insurance Roundtable."* New York City (September 2018).

*Federal Reserve Bank of Boston, "Paid Family and Medical Leave: Impact and Implementation."* Boston, MA (January 2018).

*Hawaii State Legislature, "Discussion of a Family Leave Insurance Program for Hawaii."*  
Honolulu, HI (January 2018).

*Family Values @ Work, "The Latest National Research on Paid Leave."* New York City (December 2017).

*Washington Center for Equitable Growth, "Equal Pay Convening."* Washington DC (September 2017).

*National Academy for Social Insurance, "Designing Inclusive Paid Leave Policy [Webinar]."*  
Washington DC (September 2017).

*Montgomery County, Maryland Council's Health and Human Services and Government Operations and Fiscal Policy Committees, "Joint Work-session on Paid Leave Analysis."*  
Rockville, MD (February 2017).

*WiLL/WAND conference Dine Around Dinner, "Women: Economic Security."* Washington, DC (October 2015).

*Rise and Shine Breakfast, (hosted by Heidrick & Struggles, Johnson & Johnson, and PR Week)*  
"The Evolving Dynamics of Pay Equity." New York, NY (June 2015).

*Women & Power Conference, "Toward a Culture of Care."* Rhinebeck, NY (September 2014).

*Women and Economic Security Conference: "Pay Issues."* Ann Arbor, MI (May 2014).

*Washington Policy Center Minimum Wage Debate at Gonzaga University, Spokane, WA* (April 2014).

*Washington Policy Center Minimum Wage Debate at University of Washington, Seattle, WA* (April 2014).

*Chicago Metropolitan Battered Women's Network Training Seminar: "Women's Economic Security."* Chicago, IL (March 2014).

*Leap Forward Project Conference: "Leap Forward Ideas Panel: Secure Families."* Los Angeles, CA (February 2014).

## **CONFERENCE PRESENTATIONS**

*Attaining Paid Family and Sick Leaves in U.S. States and Cities: Obstacles and Ingredients of Success,* Work Family Researchers Network Conference, Washington, DC (June 2016)

*Presidential Session: Work, Family, and Gender: A Conversation about Progressive Policies for Change,* Pacific Sociological Association annual meeting, Portland, OR (March 2014)

*Workplace Flexibility: A Workplace Perk for the Most Valued Workers or Compensation for Those Who Need It Most?* Labor Employment Relations Association/ International Association for Feminist Economics session at American Social Sciences Association/American Economic Association annual meeting, Philadelphia, PA (January 2014)

## **PANEL CHAIR/DISCUSSANT/MODERATOR**

*Advancing Equality and Inclusion through Social Insurance*, Moderator at National Academy of Social Science meeting, Washington, DC (June 2016)

*Women and Economic Risks*, Discussant at Eastern Economic Association annual meeting, Washington, DC (January 2016)

*The Politics and Poetics of Ethnography: Ethnographers on the Craft*, Discussant at Pacific Sociological Association annual meeting, Portland, OR (March 2014)

*Leave, Hours and Worker Outcomes*, Chair at Labor Employment Relations Association session at American Social Sciences Association/American Economic Association annual meeting, Philadelphia, PA (January 2014)

*Putting the Safety Net to the Stress Test: Assessing Private and Public Economic Security During the Great Recession*, Chair at Labor Employment Relations Association session at American Social Sciences Association/American Economic Association annual meeting, San Diego, CA (January 2013)

*Working Time Developments in Five Countries*, Chair at Labor Employment Relations Association session at American Social Sciences Association/American Economic Association annual meeting, San Diego, CA (January 2013)