

MEREDITH SLOPEN

Stone Center on Socio-Economic Inequality
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EDUCATION

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| 2023 | Ph.D. Columbia School of Social Work
Social Policy and Policy Analysis, Economics

<i>Dissertation: The Impact of Paid Sick Leave Mandates on Women's Employment, Economic Security, and Health</i>

Committee Members: Jane Waldfogel (sponsor), Julien Teitler (chair), Heidi Allen, Qin Gao, Nicolas Ziebarth (external examiner) |
| 2003 | MSSW Columbia School of Social Work
Social Work, Social Welfare Policy |
| 2001 | Hon.B.A. University of Toronto
Peace and Conflict Studies, Minor International Relations |

GRANTS AND FELLOWSHIPS

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|-----------|---|
| 2024-2025 | Extramural Mentored Fellowship on Poverty, Retirement, and Disability Research, UW-Retirement and Disability Research Center and Institute for Research on Poverty \$45,000 |
| 2024 | Work and Family Researchers Network Early Career Fellowship Program |
| 2023 | Junior Scholar Intensive Training (JSIT) Research Grant, Retirement and Disability Research Center, University of Wisconsin-Madison \$5000 |
| 2021-2022 | Horowitz Foundation for Social Policy \$7500 |
| 2022 | CSSW Doctoral Research Grant \$1400 |
| 2021-2022 | Doctoral Grant, Washington Center for Equitable Growth \$15,000 |
| 2015-2016 | Investigator "Research on Paid Family Leave in NYC" US Department of Labor Women's Bureau \$211,385 (PI Deborah Kaplan, NYC Department of Health and Mental Hygiene). |
| 2013-2015 | Co-Principal Investigator "Evaluation of NYC School-Based Health Centers". The Anonymous Donor in Sexual and Reproductive Health \$250,000 (co-PI Deborah Kaplan, NYC Department of Health and Mental Hygiene). |

1997-2001 University College Howard Ferguson Scholarship \$2500 annually

PUBLICATIONS

^Authorship ordered alphabetically

Peer-Reviewed Publications

Slophen M. (2024) The Impact of Paid Sick Leave Mandates on Women's Employment and Economic Security. *Journal of Policy Analysis and Management*.

<http://doi.org/10.1002/pam.22582>

Maury, M., **Slophen, M.**, Lim, S., Seligson, A. L., Waldfogel, J., & Wimer, C. (2023). Early Effects of the New York City Paid Safe and Sick Leave Law. *Journal of Public Health Management and Practice*, 29(6), 791-801.

Slophen, M. (2023). The impact of paid sick leave mandates on women's health. *Social Science & Medicine*, 323, 115839.

Bartel, A., Rossin-Slater, M., Ruhm, C., **Slophen, M.**, & Waldfogel, J. (2023). The impact of paid family leave on employers: Evidence from New York. *Community, Work & Family*, 1-19. doi: <https://doi.org/10.1080/13668803.2023.2168516> [NBER Working Paper #28672]^

Bartel, A., Rossin-Slater, M., Ruhm, C., **Slophen, M.**, & Waldfogel, J. (2023). The Impacts of Paid Family and Medical Leave on Worker Health, Family Well-Being, and Employer Outcomes. *Annual Review of Public Health*, Vol. 44.^

Bartel A., Rossin-Slater M., Ruhm C., **Slophen M.**, Waldfogel J. (2021) Support for Paid Family Leave among Small and Medium Employers Increases during the COVID-19 Pandemic. *Socius*. doi: [10.1177/23780231211061959](https://doi.org/10.1177/23780231211061959). [NBER working paper #29486]^

Slophen, M. (2020). Type and Lengths of Family Leave Among New York City Women: Exploring the Composition of Paid and Unpaid Leave. *Maternal and Child Health Journal* 24, no. 4: 514-523.

Lipkind, HS., **M. Slophen**, MR. Pfeiffer, and KH. McVeigh. (2012). School-age outcomes of late preterm infants in New York City. *American Journal of Obstetrics and Gynecology* 206, no. 3: 222-e1.

Lipkind, HS., **M. Slophen**, MR. Pfeiffer, and KH. McVeigh. (2012). School-Age Outcomes of Late Preterm Infants in New York City EDITORIAL COMMENT. 395-397.

Curry, AE., MR. Pfeiffer, **M. Slophen**, and KH. McVeigh. (2012). Rates of early intervention referral and significant developmental delay, by birthweight and gestational age. *Maternal and Child Health Journal* 16, no. 5: 989-996

Slophen, M., F. Laraque, AS. Piatek, and SD. Ahuja. (2011). Missed opportunities for tuberculosis prevention in New York City, 2003. *Journal of Public Health Management and Practice* 17, no. 5: 421-426.

Sloven, M., MC. Mosquera, S. Balter, BD. Kerker, MA. Marx, MR. Pfeiffer, A. Fine et al. Patients hospitalized with 2009 pandemic influenza A (H1N1)-New York City, May 2009. (2009). *Morbidity and Mortality Weekly Report* 58, no. 51/52: 1436-1440.

Laraque, F., A Griggs, **M. Slopen**, and SS. Munsiff. (2009). Performance of nucleic acid amplification tests for diagnosis of tuberculosis in a large urban setting. *Clinical Infectious Diseases* 49, no. 1: 46-54.

Working Papers

Sloven M. Paid Sick Leave and the Employment and Employment Intensity of Older Workers. *Center for Financial Security: Retirement and Disability Research Center Working Paper*. University of Wisconsin-Madison. <https://rdrc.wisc.edu/project/jsit23-04>

Wething H., **Sloven M.** (2024) Labor Market Effects of Paid Sick Leave: The Case of Seattle. *Upjohn Institute Working Paper* 24-396. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. <https://doi.org/10.17848/wp24-396>

Under Review

Wething H., **Sloven M.** Labor Market Effects of Paid Sick Leave: The Case of Seattle. Revise and resubmit at *ILR Review*.

Wang B, **Sloven M**, Garfinkel I, Ananat E, Collyer S, Hartley R, Koutavas A, Wimer C. The Benefits and Costs of Paid Parental Leave. Revise and resubmit at *Social Service Review*.

Sloven M. The Impact of Paid Sick Leave Mandates on Prenatal Care and Birth Outcomes. Revise and resubmit at *Social Service Review*.

Spishak-Thomas A, **Sloven M**, Allen H, Daw J, Underhill K. Time to Recover and Bond: The Role of State Paid Family and Medical Leave Policies to Support Post-Partum Leave Taking. Revise and resubmit at *Social Service Review*.

Works In Progress

Sloven M. Paid Sick Leave and the Employment and Employment Intensity of Older Workers.

Sloven M, Truskinovsky Y. The Impact of Paid Sick Leave Policies on Older Workers' Health.

Sloven M, Ballentine K, Harknett K, Schneider, D. Punitive Time and Attendance Policies in the Service Sector.

Policy Reports

Wething, H, **Sloven M.** 2024. "Seattle's Paid Sick Leave Law Increased Work Hours without Affecting Job Attachment." Policy and Research Brief. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. <https://doi.org/10.17848/pb2024-67>

Koutavas A, Wang B, **Sloven M**, Garfinkel I, Ananat E, Collyer S, Hartley RP, Wimer C. The Benefits and Costs of Expanding Paid Parental Leave in New York State. Center for Poverty and Social Policy at Columbia University. January 2024. <https://www.povertycenter.columbia.edu/publication/2024/expanding-paid-parental-leave-in->

[new-york](#)

Organization United for Respect, Center for Popular Democracy, & Fair Workweek Initiative. Trapped in Part-Time: Walmart's Phantom Ladder of Opportunity. June 2018.

<https://is.gd/9FoFqh>

Paid Family Leave: A Strategy for Promoting Health and Economic Equity for New York City's Families. New York City Department of Health and Mental Hygiene: Special Report. 2017.

Download: <https://is.gd/ZQMTKV>

Slophen M, Mulready-Ward C, Yager A, Kaplan DL. Employment Among Pregnant Women in New York City and Return to Work After Giving Birth. New York City Department of Health and Mental Hygiene: Epi Data Brief (56); April 2015. Download: <https://is.gd/dUYcjm>

Pfeiffer M, **Slophen M**, Curry A, McVeigh KH. "Creation of a linked inter-agency data warehouse: the longitudinal study of early development." In *A research report from the New York City Department of Health and Mental Hygiene*. 2012. Download: <https://is.gd/EFrMOW>

Slophen M, Olson C, Kerker B. Physical activity in New York City: New Yorkers can easily integrate exercise into their daily routine. NYC Vital Signs, 2009, 8(3):1-4. Download:

<https://is.gd/qQxTVw>

Early Marriage: A Harmful Traditional Practice: A Statistical Exploration. New York: UNICEF, 2005.

The "Rights" Start to Life: A Statistical Analysis of Birth Registration. New York: UNICEF, 2005.

Gender-Sensitive Reporting and the Country Office Annual Reports. New York: UNICEF, 2004.

Lost in the (Main)Stream? Bringing Girls into Focus through Section L of the Beijing Platform for Action. New York: UNICEF, 2003.

CONFERENCE PARTICIPATION (organized by paper)

*Presented by coauthor

Papers Presented

Slophen M, Truskinovsky Y. The Impact of Paid Sick Leave Policies on Older Workers' Health. Association for Public Policy and Management, National Harbor, MA 2024.

Slophen M. Does Access to Paid Sick Leave Facilitate the Employment of Older Workers? Work Family Research Network, Montreal QC, June 2024. Association for Public Policy and Management, National Harbor, MA 2024.

Wang B, **Slophen M**, Garfinkel I, Ananat E, Collyer S, Hartley R, Koutavas A, Wimer C. The Benefits and Costs of Paid Parental Leave. Society for Benefit Cost Analysis, Washington DC, March 2024.*

Spishak-Thomas A, **Sloven M**, Allen H, Daw J, Underhill K. Affordability at the Core: The Role of State Paid Family and Medical Leave Policies to Support Post-Partum Leave Taking.

Society for Social Work Research, Washington DC, January 2024.

Sloven M. The Impact of Paid Sick Leave Mandates on Prenatal Care Use and Birth Outcomes

Population Association of America, Columbus OH, April 2024.

Society for Social Work Research, Washington DC, January 2024.

Association for Public Policy and Management, Atlanta GA, November 2023.

Wething H., **Sloven M.** Labor Market Effects of Paid Sick Leave: The Case of Seattle.

Association for Public Policy and Management, Atlanta GA, November 2023.*

Sloven M. The Impact of Paid Sick Leave Mandates on Women's Self-Reported and Functional Health.

New York Academy of Medicine Social Work Student Night, April 2023.

Association for Public Policy and Management, Washington DC, November 2022.

Sloven M. The Impact of Paid Sick Leave Mandates on Women's Employment and Economic Security.

Washington Center for Equitable Growth Grantee Conference, September 2022.

Society for Social Work Research, Washington DC, January 2022.

Association for Public Policy and Management, Austin TX, March 2022.

Ellis E., **Sloven M.** Racial and Ethnic Disparities in Access to Paid Leave: A Re-Examination of the American Time Use Survey Leave Module. Society for Social Work Research, Washington DC, January 2022.*

Eliason, E, **Sloven M.**, Garfinkel I., Waldfogel J., Wimer, C. Effects of the Affordable Care Act Medicaid Expansions on Labor Force Participation Among Women in the Period Surrounding Childbirth. Society for Social Work Research, Washington DC, January 2022.*

Sloven M. Calling Out: Do PSL Mandates increase Worker Absenteeism? Society for Social Work Research, January 2021 (online).

Bartel A., Rossin-Slater M., Ruhm C., **Sloven M.**, Waldfogel J. The Impact of New York Paid Family Leave: Evidence from Employer Surveys.

Association for Public Policy and Management, November 2020 (online).

American Economics Association, January 2021 (online).*^

Spishak-Thomas A., **Sloven M.** Making Work Pay (the Rent): Does the Earned Income Tax Credit Affect Housing Mobility Among Low-Income Workers. Association for Public Policy and Management, November 2020 (online).*

Sloven M. Parental Leave Access in New York City: How the Composition of Paid and Unpaid Leave Masks Inequities. Society for Social Work Research, Washington DC, January 2020.

Sloven M, Immerwahr S, Kaplan D. Reporting Period Impacts Ability to Identify Disparities in Leave-Taking Following Birth. American Association of Public Opinion Research, Toronto, May 2019.

Slopen M, Yager A, Howland R, Kaplan D. Costs of Unpaid Maternity Leave Disproportionately Impact Black Mothers. CityMatCH MCH Leadership Conference & Healthy Start Convention, Nashville, September 2017.

Slopen M, Yager A, Kaplan D. Paid Family Leave: An Anti-Poverty Policy for New York City Families.

Society for Research in Childhood Development, Austin, April 2017.

US Department of Labor Paid Family Leave Symposium, Washington DC, 2017

Slopen M, Pfeiffer MR, Curry AE, McVeigh KH. Predicted risk of need for special education by birth weight and gestational age, New York City. Maternal Child Health Epidemiology Conference, San Antonio, 2010.

Posters

Slopen M. The Impact of Paid Sick Leave Mandates on Women's Employment and Economic Security. Work Family Research Network, New York, June 2022.

Ellis E., **Slopen M**. Racial and Ethnic Disparities in Access to Paid Leave: A Re-Examination of the American Time Use Survey Leave Module. Work Family Research Network, New York, June 2022.

Slopen M, Yager A, McVeigh KH, Kaplan D. Disparities in FMLA Eligibility Impact Duration of Leave Following Childbirth. New York City Epidemiology Forum, February 2017.

Slopen M, Mulready-Ward C, Yager A, Kaplan D. Employment Among Pregnant Women in New York City and Return to Work After Giving Birth. PRAMS Conference, Atlanta, 2016.*

Slopen M, Laraque FL, Ahuja SE. Missed Opportunities for TB Prevention in New York City. National TB Controllers Association Conference, Atlanta, June 2007.

INVITED SEMINARS AND GUEST LECTURES

2024 Baruch College (CUNY) Policy Seminar; Center on American Progress Paid Leave Research Roundup.

2023 Center on American Progress Paid Leave Research Roundup; University of Connecticut Social Policy Class Guest Lecture.

TEACHING EXPERIENCE

2020-2021 Adjunct Prof. Fordham University, Graduate School of Social Services
Course: Advanced Integrated Policy Practice [online].

2018 Teaching Assistant, Columbia School of Social Work
Course: Advanced Social Policy Seminar

Teaching Certifications

2021	Institute on Pedagogy and Technology for Online Courses, Columba School of Social Work
2020	Core Online Teaching Certification, 2U
2017	Seminar in Field Instruction (SIFI), Columbia School of Social Work

LEGISLATIVE TESTIMONY

2024	“The Benefits and Costs of Expanding Paid Parental Leave in New York State” NYS State Joint Legislative Budget Hearing on Workforce Development.
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RESEARCH EXPERIENCE AND EMPLOYMENT

2023-2025	Stone Center on Socio-Economic Inequality CUNY Graduate Center Postdoctoral Research Scholar
2018-2023	Columbia School of Social Work Graduate Research Assistant Supervisor: Jane Waldfogel Project: Impacts of Paid Family and Medical Leave on Employers
2017-2018	The New York Women's Foundation Manager for Evaluation and Strategic Learning
2006-2017	New York City Department of Health and Mental Hygiene City Research Scientist <ul style="list-style-type: none">▪ Senior Policy and Evaluation Specialist, Division of Family and Child Health (2011-2017)▪ Psychiatric Epidemiologist, Bureau of Epidemiology Services (2007-2001)▪ Central Surveillance Coordinator, Bureau of Tuberculosis Control (2006-2007)
2003-2005	UNICEF Division of Policy and Planning Research Consultant
2002	Columbia University Institute for Social and Economic Research and Policy "Listening to the City Project" Research Assistant

SERVICE AND COMMUNITY ENGAGEMENT

2024-Present	CDC Paid Parental Leave Review Coordination Team, External Partner
2023-Present	426-430 Sterling Housing Corp, Board Member
2021-2023	Student Workers of Columbia, Health Care Working Group
2021-2022	Columbia School of Social Work, DEI Advisory Committee Doctoral Student Representative
2018-Present	Columbia School of Social Work Alumni Mentoring Program

2018-Present Kolot Chayeinu, Education Committee Member
2007-Present Rude Mechanical Orchestra, Campaign Coordinator
2003-Present Jews for Racial and Economic Justice, Member Leader, Strategic Planning
2020 United for Respect, Research Consulting
2017-2018 Social Work Field Advisor

Workshops

2023 Center for Financial Security, University of Wisconsin – Madison, Junior Scholar Intensive Training Retirement and Disability Research Summer Workshop (invited attendee)
2019 City University of New York, Stone Center on Socio-Economic Inequality Workshop (invited attendee)
2019 University of California Berkeley Formal Demography Workshop (invited attendee)
2007 CDC Epidemiology in Action Intermediate Analytic Methods (invited attendee)

Reviewer

Academic Pediatrics
Health Economics
Health Equity
Journal of Urban Health
Pediatrics
Social Service Review
Society for Social Work Research Annual Conference

AFFILIATIONS

Institute for Research on Poverty, University of Wisconsin- Madison
Center for Financial Security, Retirement and Disability Research Center, University of Wisconsin- Madison
Columbia Population Research Center
Columbia Center on Poverty and Social Policy
Association for Public Policy Analysis and Management
Society for Social Work and Research
Work Family Research Network