

## JANE W. LEE

University of Connecticut  
School of Social Work  
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## EDUCATION

**University of Connecticut**, School of Social Work, Hartford, Connecticut  
Ph. D. Student, 2023-Present  
Master of Social Work (Policy Practice concentration), May 2022

**Yale University**, Yale School of Management, New Haven, Connecticut  
Master of Business Administration, May 1994

**Columbia University**, Barnard College, New York, New York  
Bachelor of Arts in Art History, 1987

**Kansai University of Foreign Studies**, Osaka, Japan (spring semester 1986)

## PUBLICATIONS

Lee, J., Ruth, L. (2020). *The State of Early Childhood: Can Connecticut's Struggling Family Child Care Providers Fill a 50,000 Child Care Gap Amidst the Coronavirus Recession?* Connecticut Voices for Children. <https://ctvoices.org/publication/the-state-of-early-childhood-can-connecticuts-struggling-family-child-care-providers-fill-a-50000-child-care-gap-amidst-the-coronavirus-recession/>

Parr, K., McMillen, S., Lee, J., Moroch, K., Polar, J. (2022). *The Cost of Providing Early Child Education and Care in Connecticut: A Narrow Cost Analysis, Licensed Center-Based Care* Connecticut Office of Early Childhood. <https://www.ctoec.org/wp-content/uploads/2022/06/CBC-Final-Report-f-6-28-22.pdf>

Parr, K., McMillen, S., Lee, J., Moroch, K., Polar, J. (2022). *The Cost of Providing Early Child Education and Care in Connecticut: A Narrow Cost Analysis, Licensed Family Child Care* Connecticut Office of Early Childhood. <https://www.ctoec.org/wp-content/uploads/2022/06/FCC-NCA-Final-report.pdf>

## PRESENTATIONS

Charter, M. L., Parr, K., Lee, J., Polar, J. (2023). *Doulas: A Possible Solution to Birth Inequities Among Families of Color* [ePoster Presentation] Society for Social Work and Research Conference (SSWR) 2023, Phoenix, Arizona

## WORK EXPERIENCE

Research Associate, Graduate Assistant, 2021–2023

**University of Connecticut, School of Social Work, OEC-UConn Partnership**

- Provide subject matter expertise related to family child care industry.

- Coordinate data collection and analyze data using quantitative and qualitative analysis tools.
- Perform reviews of literature and relevant policy documents.
- Write reports and articles and develop presentations for a variety of audiences.

*Business Consultant/Coach, 2016–2023*

**All Our Kin**, New Haven, Connecticut

- Design and implement business programs to support home-based child care educators in building successful and sustainable businesses
- Teach a 30-hour business course on small-business topics including contracts, accounting, marketing, and risk management. Accountable for results with data driven metrics.
- Provide customized, one-on-one business services to improve small business strategy and performance.
- Codify the business consulting practice at All Our Kin for replication in other programs.
- Train and mentor other business coaches.
- Nationally certified assessor of the Business Administration Scale (BAS) for Family Child Care

*Social work intern (2019–2020)*

**Connecticut Voices for Children** New Haven, Connecticut

- Wrote the annual report on the status of child care in Connecticut.
- Researched and tracked trends in multiple child care related practices and outcomes.
- Developed family child care fiscal economic model.
- Communicated and publicized outcomes to various stakeholder groups including the Commissioner of the Office of Early Childhood, representatives from media and non-profit groups.

**Yale University** New Haven, Connecticut (1998–2016)

*Senior Director, Budget and Planning (2013–2016)*

Yale University Division of Finance, New Haven, Connecticut

- Led and managed multi-billion dollar operating and capital budgets through long range planning, budgeting and forecasting.

*Director, Business Operations (2008–2013)*

Yale College and Graduate School of Arts and Sciences

- Served as chief financial and administrative officer with direct responsibility for finance, human resources, and information technology.

*Director (2007–2008)*

*Associate Director (2006)*

Office of Funds Management

- Led all aspects of operations to ensure institutional compliance of restricted funds.

*Senior Analyst, Operating Budget (2001–2006)*

Office of Budget and Planning

- Provided financial support to units, to Officers, and to the Corporation to budget and monitor operating financial activity across all funds and by program.

*Manager of Departmental Accounting Services (2000–2001)*

*School and Department Business Coordinator (1999–2000)*

*Consultant (1998–1999)*

Controller's Office

- Provided support to Financial and Human Resource Revitalization Project, then to units and departments with financial structure, reconciliation and accounting procedures. Molded newly created unit to serve all units of the university.

*Partner; Vice President (1994–1998)*

**Welcome Home Enterprises, Inc.** Ann Arbor, Michigan

Provider and franchisor of residential and commercial cleaning services.

## LEADERSHIP AND SERVICE EXPERIENCE

- Board member, Treasurer and Finance Committee chair, Read to Grow, Branford, CT
- Board member, Treasurer and Finance Committee chair, New Haven Ecology Project and Common Ground High School, New Haven, Connecticut
- Treasurer, Children’s Mission, New Haven, Connecticut
- School Readiness reviewer for the New Haven Early Childhood Council
- Volunteer judge in Skills 21’s ExpoFest. (Skills 21 provides models for delivering STEM achievement for grade schoolers.)
- SCORE volunteer and Certified Business Mentor (SCORE is the largest network of volunteer, expert business mentors in the country.)
- Rock to Rock Earth Day Rides volunteer
- Semilla Food Garage volunteer