

**Youngjoo Cha**  
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**ACADEMIC EMPLOYMENT**

Indiana University-Bloomington

Associate Professor, Department of Sociology (2016-present)  
Affiliate Faculty, Department of Gender Studies (2013-present)  
Assistant Professor, Department of Sociology (2010-2016)

Research and Teaching Interests: Gender, Work and Family, Occupations, Organizations, Labor Markets, Social Inequality, Job Mobility, Quantitative Research Methods

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**EDUCATION**

Cornell University

Ph. D. in Sociology, 2010.

Yonsei University, Seoul, Korea

M.A. in Sociology, 2002.

B.A. in Sociology and English Language and Literature, 2000.

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**PUBLICATIONS**

Hirsh, C. Elizabeth, and Youngjoo Cha. 2018. "For Law and Markets? Discrimination Lawsuits, Market Performance, and Managerial Diversity." *American Journal of Sociology* 123(4):1117-1160.

Hirsh, Elizabeth and Youngjoo Cha. 2017. "Mandating Change: The Impact of Court-Ordered Policy Changes on Managerial Diversity." *ILR Review* 70(1): 42-72.

Kim A. Weeden, Youngjoo Cha, and Mauricio Bucca. 2016. "Long Work Hours, Part-time Work, and Trends in the Gender Gap in Pay, the Motherhood Wage Penalty, and the Fatherhood Wage Premium." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 2(4):71-102.

Hirsh, C. Elizabeth, and Youngjoo Cha. 2015. "Employment Discrimination Lawsuits and Corporate Stock Prices." *Social Currents* 2:40-57

Cha, Youngjoo and Kim A. Weeden. 2014. "Overwork and the Slow Convergence in the Gender Gap in Wages." *American Sociological Review* 79(3):457-484.

- ASA Inequality, Poverty, and Mobility Section Outstanding Article Award, 2015.

Cha, Youngjoo. 2014. "Job Mobility and the Great Recession: Wage Consequences by Gender and Parenthood." *Sociological Science* 1:159-177.

Cha, Youngjoo. 2013. "Overwork and the Persistence of Gender Segregation in Occupations." *Gender & Society* 27(2):158-184.

- Candace Rogers Award, Eastern Sociological Society, 2010.

Cha, Youngjoo, and Stephen L. Morgan. 2010. "Structural Earnings Losses and Between-Industry Mobility of Displaced Workers, 2003-2008." *Social Science Research* 39(6): 1137-1152.

Cha, Youngjoo. 2010. "Reinforcing Separate Spheres: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." *American Sociological Review* 75(2):303-329.

- Nominated for the 2011 Kanter Award for Excellence in Work-Family Research.
- ASA Family Section Best Graduate Student Paper Award, 2010.

Cha, Youngjoo, and Sarah Thébaud (equal authorship). 2009. "Labor Markets, Breadwinning, and Beliefs: How Economic Context Shapes Men's Gender Ideology." *Gender & Society* 23(2):215-243.

- Reprinted (2009) in Bobby Hutchison (ed.), *Gender, 1<sup>st</sup> Edition*. McGraw-Hill.

Hirsh, C. Elizabeth, and Youngjoo Cha. 2008. "Understanding Employment Discrimination: A Multilevel Approach." *Sociology Compass* 2(6):1989-2007.

Morgan, Stephen L., and Youngjoo Cha. 2007. "Rent and the Evolution of Inequality in Late Industrial United States." *American Behavioral Scientist* 50(5):677-701.

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## RESEARCH IN PROGRESS

Cha, Youngjoo and Rebecca K. Grady. "Overwork and the Use of Leave and Flexible Work Policies." Working Paper.

Cha, Youngjoo, Kim A. Weeden, and Landon Schnabel. "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" Working Paper.

Cha, Youngjoo and Lisa R. Miller. "Overwork, Underwork, and the Health of Men and Women in the United States." Working Paper.

Cha Youngjoo, Kristin Kelley, C. Elizabeth Hirsh, and Eliza Pavalko. "Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of 'Ideal Workers.'" Research in Progress.

Cha, Youngjoo and Kristin Kelley. "Why Do People Work Long Hours? Is Change Possible?" Research in Progress.

Cha, Youngjoo, Kaitlin Johnson, and Kim A. Weeden. "Occupational Heterogeneity in the Gender Wage Gap." Research in Progress.

Cha, Youngjoo, Dongeun Shin, and Stephen Benard. "Occupational Differences in Labor Market Outcomes for Asian Women and Men." Research in Progress.

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## MISCELLANEOUS PUBLICATIONS

Cha, Youngjoo. 2014. "[Overwork May Explain 10 Percent of Men's Wage Advantage Over Women.](#)" *Council on Contemporary Families Brief Reports.*

Cha, Youngjoo. 2014. "[The wage premium for working long hours has helped lead to the stagnation of the gender wage gap.](#)" *The London School of Economics and Political Science USAPP Blog.*

Cha, Youngjoo. 2015. "[장시간 근로와 젠더불평등 \(Long work hours and gender inequality\).](#)" *Socio-Logical Blog.*

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## RESEARCH SUPPORT

NSF Research Grant (SES-1830714), PI (Co-PI: Kristin Kelley). "Doctoral Dissertation Research: Economic Resources, Parental Status and Changing Gender Norms: The Case of Marital Name Choice." 6/1/2018-5/31/2019. \$11,970.

NSF Research Grant (SES-1756831), PI (with Co-PIs Elizabeth Hirsh and Eliza Pavalko). "The Role of Workplaces in Changing Conventional Definitions of Ideal Workers." 3/15/2018-2/28/2019. \$244,893.

The Institute for Advanced Study, Indiana University, PI. "Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of 'Ideal Workers.'" 10/1/2018-9/30/2019. \$3,000.

NSF Research Grant (SES-1658168), Co-PI (with Stephen Benard, PI). "Labor Market Outcomes for Asian Men and Women in the United States." 6/1/2017-5/31/2019. \$323,070.

Center for Research on Race & Ethnicity in Society Faculty Seed Grant, Indiana University, Co-PI (with Stephen Benard, PI). "Labor Market Outcomes for Asian Men and Women in the United States" 8/1/2014-7/31/2015. \$4,985.

NSF Doctoral Dissertation Improvement Grant (SES-0824682), Co-PI (with Kim Weeden, PI). "Doctoral Dissertation Research: Overwork and Labor Market Outcomes." Aug 15, 2008-July 31, 2009. \$5,740.

Bronfenbrenner Life Course Center - Center for the Study of Inequality Seed Grant, Cornell University. "Overwork and the Persistence of Gender Inequality" 2006. \$500.

Center for the Study of Economy and Society Seed Grant, Cornell University, 2003. \$1,000.

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## HONORS, AWARDS AND FELLOWSHIPS

2018 Graduate Mentor Award, Graduate Student Association, Department of Sociology, Indiana University.

2015 ASA Inequality, Poverty, and Mobility Section Outstanding Article Award for "Overwork and the Slow Convergence in the Gender Gap in Wages."

2010 ASA Family Section Best Graduate Student Paper Award for "Reinforcing Separate Spheres: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households."

2010 Candace Rogers Award for the Most Outstanding Paper by a Graduate Student, Eastern Sociological Society, for “Overwork and the Persistence of Occupational Sex Segregation: The Effect of Long Work Hours on Occupational Mobility of Men and Women.”

2009-2010, 2003-2004, Russell Sage Fellowship, Cornell University.

2007 Departmental Citation for Excellence in Teaching for Sociology 506 (Research Methods II). Cornell University, Department of Sociology.

2005 Robin Williams, Jr. Best Graduate Student Paper Award, Department of Sociology, Cornell University for “The Effect of Job Switching on the Gender Earnings Gap.”

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## RECENT CONFERENCE PRESENTATIONS

“Is the Gender Wage Gap Really a Family Wage Gap in Disguise?”

Population Association of America Meeting, Chicago, April 2017.

“Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies.”

Population Association of America Meeting, San Diego, April 2015.

Political, Economic, and Cultural Sociology Workshop, Indiana University, March 2015.

Work Family Research Network Conference. New York, June 2014.

“Overwork and the Motherhood Wage Penalty in the U.S., 1984-2013.”

The Russell Sage Foundation Journal of Social Science Conference. New York, January 2015.

“Job Mobility in the Changing Economy: The Effect of Employer Changes on Men’s and Women’s Earnings in Pre-Recession and Recession Years.”

American Sociological Association Meeting. New York, August 2013.

“Overwork, Underwork, and Health of Men and Women in the United States.”

Population Association of America Meeting, New Orleans, April 2013.

“Job Mobility, Earnings, and the Price of Motherhood.”

Population Association of America Meeting, San Francisco, May 2012.

“Overwork and the Slow Convergence in the Gender Wage Gap.” (with Kim Weeden)

Population Association of America Meeting, San Francisco, May 2012

American Sociological Association Meeting. Las Vegas, August 2011.

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## INVITED PRESENTATIONS

“Is the Gender Wage Gap Really a Family Wage Gap in Disguise?”

Harvard University, Gender Inequality Seminar, November 1, 2017.

“Work hours, schedules, locations, and gender inequality.” The Washington Center for Equitable Growth. September 28, 2017.

- “Overwork and the Use of Leave and Flexible Work Policies.”  
Pennsylvania State University, Department of Sociology, October 8, 2017.  
Johns Hopkins Carey School of Business, Broadening Perspectives on Women in Work conference, October 13-14, 2017.  
Yonsei University Global Advisory Program Research Symposium, New York, February 2017.
- “How Does America’s Culture of Overwork Impact Women and Men in the Workplace?”  
Inequality Workshop, Yonsei University, Seoul, Korea, June 16, 2017.  
DiversityInc, Webminar Series, July 12 2016.  
Chicago Booth School of Business, April 2016.
- “Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies.”  
University of Texas-Austin, Population Research Center, November 2015.  
University of Chicago, Center for the Study of Gender and Sexuality, January 2016.
- “Gender Inequality in Overworking America.” American Sociological Association Meeting, Chicago, August 25, 2015.
- “For Law and Markets? Discrimination Lawsuits, Market Performance, and Managerial Diversity.”  
Center for Law, Society, and Culture, Indiana University, February 19, 2014.
- “Reinforcing Separate Spheres: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households.”  
Rosabeth Moss Kanter Award Web Conference, Boston College Center for Work & Family, Friday, June 7, 2013.  
Inequality Workshop, ChungAng University, Seoul, Korea, December 2007.
- “Overwork and the Slow Convergence in the Gender Wage Gap.”  
Emerging Scholars Conference, Institute for Compensation Studies, Cornell Industrial and Labor Relations School, May 31 2013.  
Political, Economic, and Cultural Sociology Workshop, Indiana University, April 2011.
- “Overwork, Underwork, and Health of Men and Women in the United States.”  
Invited session at Work Family Research Network Conference, New York, June 2012.
- “Overwork and the Persistence of Occupational Sex Segregation”  
Stanford University, Inequality workshop, April 2011  
Annual Meeting of Eastern Sociological Society, March 2010  
Indiana University Sociology Department, December 2009.  
Harvard University Sociology Department, November 2009.  
Cornell University, Sociology Brownbag Seminar Series, April 2008.
- “Overwork and the Persistence of Gender Inequality.”  
Symposium on Flexible Work Bias, University of California, Hastings College of the Law, San Francisco, July 2009.
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## TEACHING EXPERIENCE

### Indiana University

Sociology 101: “Social Problems and Policies: Inequality, Work, and Economy” (Fall 2011, Spring 2012, Spring 2013, Fall 2013, Spring 2014, Fall 2016, Fall 2017)  
Sociology 101: “Social Problems and Policies: Race, Gender, Class” (Spring 2015)  
Sociology 371: “Statistics for Sociology” (Spring 2015, Spring 2016, Spring/Fall 2017, Spring 2018)  
Sociology 338: “Gender and Society” (Fall 2010, Fall 2011, Spring 2012, Fall 2013, Spring 2014)  
Sociology 498/499: “Honors Thesis Seminar I, II” (2015-2017)  
Sociology 660: “Advanced Topic: Sociology of Gender” (Spring 2013, Fall 2015, Spring 2018)

### Cornell University

Sociology 301 (Teaching Assistance): “Evaluating Statistical Evidence” (Fall 2006)  
Sociology 506 (Teaching Assistance): “Research Methods II” (Spring 2007, Received *Departmental Citation for Excellence in Teaching*)

### Yonsei University (Korea)

Sociology (Teaching Assistance): “Contemporary Society” (Spring 2000)  
Sociology (Teaching Assistance): “Information and Society” (Fall 2000)

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## PROFESSIONAL SERVICE

### National/International

President Elect, Association of Korean Sociologists in America, 2018-2019  
Conference organizer, *Long Work Hours in South Korea and Beyond*, Institute of Korean Studies, Indiana University, 2019.  
Editorial Board Member, *Context*, 2017-2020.  
Treasurer, Association of Korean Sociologists in America, 2017-2018  
PAA session organizer/reviewer, 2017  
ASA Inequality, Poverty, and Mobility Section Outstanding Article Award Committee, Co-chair, 2016.  
Editorial Board Member, *Gender & Society*, 2011-2014  
Work and Family Researchers Network meeting session organizer, 2014.  
ASA Organizations, Occupations, and Work Section W. Richard Scott Award Committee, 2014.  
Program Committee, Sociologists for Women in Society (SWS) Winter Meeting, 2014  
Conference Organization Committee, Korean Sociologist in America Mini Conference, 2014  
Program Committee, Inequality Symposium, Seoul, Korea, 2013-2014.  
Global Advisory Program Member, Yonsei University, Seoul, Korea, 2013-present.  
Reviewer: *American Journal of Sociology*, *American Sociological Review*, *Demography*, *Gender & Society*, *ILR Review*, *Population Research and Policy Review*, *Social Forces*, *Sociological Focus*, *Sociological Forum*, *Sociological Inquiry*, *Sociological Perspectives*, *Social Problems*, *Social Science Research*, *Work and Occupations*

### Indiana University

Graduate Admission Committee, 2018.  
College Committee on Graduate Education, 2017-2018.  
Faculty Tenure Review Committees, 2018  
Faculty 3<sup>rd</sup> Year Review Committee, 2016, 2017.

Gender, Race, Class Workshop Faculty Coordinator, 2017-2018.  
Faculty classroom observation, 2016, 2017.  
Department Executive Committee, 2015-2017.  
Political, Economics, and Cultural Sociology Workshop Coordinator, 2015-2016.  
Graduate Teaching Awards Committee, 2013, 2015.  
Undergraduate Affairs Committee, 2014-2016.  
Schuessler Graduate Student Paper Award Committee, 2011, 2014, 2017.  
Graduate Recruitment and Evaluation Committee, 2013.  
First Year Faculty Mentor, 2010- 2013, 2015-2017.  
Library Committee, 2011-2012.  
Schuessler Institute of Social Research Board/Research Infrastructure, 2011-2012.

#### Cornell University

Faculty Search Committee. Department of Sociology, 2008.  
Graduate Student Mini Conference Committee. Department of Sociology, 2004 & 2005.

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### PROFESSIONAL MEMBERSHIPS

#### American Sociological Association

Sections: Family; Inequality, Poverty, and Mobility; Organizations, Occupations, and Work; Sex and Gender

#### Association of Korean Sociologists in America

#### Council on Contemporary Families

#### Population Association of America

#### Sociologists for Women in Society

#### Work and Family Researchers Network

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### MEDIA COVERAGE

- [Better Life Lab Podcast](#): The Gender Pay Gap Was on Track to Shrink in America. Here's Why it Hasn't. (by Bridgid Schulte). Published on July 19, 2018.
- Kim A. Weeden, Youngjoo Cha, and Mauricio Bucca. 2016. "Long Work Hours, Part-time Work, and Trends in the Gender Gap in Pay, the Motherhood Wage Penalty, and the Fatherhood Wage Premium." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 2(4):71–102.  
[FiveThirtyEight \(Ben Casselman\)](#).
- Cha, Youngjoo and Kim A. Weeden. 2014. "Overwork and the Slow Convergence in the Gender Gap in Wages." *American Sociological Review* 79(3):457-484.  
[Harvard Business Review \(Sarah Green\)](#), [London School of Economics \(Youngjoo Cha\)](#), [Harvard Kennedy School \(Justin Feldman\)](#), [Cornell Chronicle](#), [The Nation \(Nancy Folbre\)](#), [Boston Review \(Claude Fischer\)](#), [The New Yorker \(Margaret Talbot\)](#), [Washington Post \(Brigid Schulte\)](#), [Time \(Belinda Luscombe\)](#), [Businessweek \(Drake Bennett\)](#), [Forbes \(Susan Adams\)](#), [Huffington post](#), [Council on Contemporary Families Brief Report \(Youngjoo Cha\)](#), [NJBIZ](#), [The Economist](#), [The Economist 1843 Magazine \(Emily Bobrow\)](#)
- Cha, Youngjoo. 2013. "Overwork and the Persistence of Gender Segregation in Occupations." *Gender & Society* 27(2):158-184.

[The Society Pages \(Virginia Rutter\)](#), [The Atlantic \(Kay Steiger\)](#), [Inside IU \(Tracy James\)](#), [The British Psychological Society](#), [In these Times](#)

- Cha, Youngjoo. 2010. "Reinforcing Separate Spheres: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." *American Sociological Review* 75(2):303-329.  
[The Washington Post](#), [Businessweek](#), [CBS news](#), [US News & World Report](#), [WSTM NBC3](#), [Ithaca Times](#), [Forbes](#), [Science Daily](#), [Telegraph \(U.K.\)](#), [United Press International](#), [Yahoo! News](#), [abc News](#)

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## DISSERTATION, THESIS, PAPER COMMITTEES

### Dissertation Committees

Former students: Shawna Smith (2014), Rebecca Grady (2016), Lisa Miller (2016), Trenton Mize (2017), Lauren Dula (2018)

In-Progress: Kristin Kelley (Chair), Annie Russian (Chair), Zoe Caplan, Daniel Rudel, Landon Schnabel, Jessica Tompkins

### MA Committees

Landon Schnabel (2013), Mike Schutte (2016), Anthony Ross (2016), Alisha Kirchhoff (2018)

### Qualifying Exam Committees

Lisa Miller (2013), Sarah Hatteberg (2011), Mike Metroka (2012), Jackie Tabor (2013), Landon Schnabel (2014), Colleen Johnston (2016), Kristin Kelley (2016), Anna Russian (2018), Kaitlin Johnson (2018), Dongeun Shin (2019)

### Undergraduate Honors Theses

2015-2016: Gabriel Ancil, Sean Bock, Jessica Cadwell, Jesse Elkins, Genevieve Hickey, Erin Macke, Jessica Proctor, Reid Ralston, Michael Turk

2016-2017: Aiden Booth, Daniela Bruning, Sidney Harris, Alanah Hoffman, Bradley Montgomery, Emily Qin, Emma Sperry, Laura Zweig

### Other Advising/Mentoring

Imani Wills-Henderson (McNair Scholars Program faculty mentor, 2012)