Youngjoo Cha

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ACADEMIC EMPLOYMENT

Professor, Department of Sociology, Indiana University-Bloomington (2026-present)
Associate Professor, Department of Sociology, Indiana University-Bloomington (2016-2026)
Karl W. Deutsch Vising Professor, WZB Berlin Social Science Center, Germany (2022-2023)
Faculty Affiliate, Institute of Korean Studies, Indiana University-Bloomington (2021-present)
Associate Professor, Department of Sociology, Yonsei University (2019-2024)
Director of Graduate Studies, Department of Sociology, Indiana University-Bloomington (2019-2021)
Faculty Affiliate, Department of Gender Studies, Indiana University-Bloomington (2013-present)
Assistant Professor, Department of Sociology, Indiana University-Bloomington (2010-2016)

EDUCATION

Ph. D. in Sociology, Cornell University, 2010.
M.A. in Sociology, Yonsei University, Seoul, Korea, 2002
B.A. in Sociology, English Language and Literature, Yonsei University, Seoul, Korea, 2000.

RESEARCH AND TEACHING INTERESTS

Gender, Occupations, Organizations, Work and Family, Labor Markets, Social Inequality, Quantitative Research Methods

PUBLICATIONS (* = student coauthors at time of research)

Müller, Jan* and Youngjoo Cha. 2026. "Swiss Men Are (Not) Transitioning to Part-time Work: The Role of Ideal Worker and Male Breadwinner Norms in Occupational Contexts." *Community, Work & Family*. https://dx.doi.org/10.1080/13668803.2026.2694378

- Replication package: https://doi.org/10.17605/OSF.IO/6N7XV

Cha, Youngjoo and Kim A. Weeden. 2026. "Overwork and the Slow Convergence in the Gender Gap in Wages." in *Social Stratification (5th edition),* edited by Michelle Jackson, Nima Dahir, Claire Daviss, and David B. Grusky. Routledge. https://doi.org/10.4324/9781003682035 [Based on Cha and Weeden ASR 2014, with new data and analyses.].

- Replication package: https://osf.io/k6vbz/

Cha, Youngjoo, Lena Hipp, and Soocheol Cho*. 2026. "Competing Devotions in the Postpandemic Economy: The Effect of Remote Working on Perceptions of Employees as "Good Workers" and "Good Parents" in Germany, South Korea, and the United States." *Social Forces.* https://doi.org/10.1093/sf/soaf218 (First two authors contributed equally.)

- Preregistered at https://aspredicted.org/XG6_S78.
- Replication package: https://osf.io/gxnpm

Cha, Youngjoo and Cassie Mead*. 2025. "Understanding the Causes of Burnout and Gender and Race Disparities in STEMM: A Multilevel Approach." Pages 73-106 in *Impact of Burnout on the STEMM Workforce: Proceedings of a Workshop, by* National Academies of Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press. https://doi.org/10.17226/29078.

Lee, Jennifer Jiwon*, Kristin Kelley*, Cassie Mead*, and Youngjoo Cha. 2024. "'It's just my personality.' How employees make sense of why they work long work hours in a supportive workplace." *Community, Work & Family*. https://doi.org/10.1080/13668803.2024.2396600.

Cha, Youngjoo and Rebecca K. Grady*. 2024. "Overwork and the Use of Paid Leave and Flexible Work Policies in the U.S. Workplaces." *Social Science Research* 121:103006. https://doi.org/10.1016/j.ssresearch.2024.103006.

- Replication package: http://osf.io/zcqnp.

Cha, Youngjoo, Kim A. Weeden, and Landon Schnabel*. 2023. "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" *American Sociological Review* 88(6):972-1001. https://doi.org/10.1177/00031224231212464.

- Replication package: https://osf.io/ujds5/.

Benard, Stephen, Bianca Manago*, Anna E. Acosta Russian*, and Youngjoo Cha. 2023. "Mapping the Content of Asian Stereotypes in the United States: Intersections with Ethnicity, Gender, Income, and Birthplaces." *Social Psychology Quarterly* 86(4):432-456. https://doi.org/10.1177/01902725221126188.

Cha, Youngjoo and Seung-kyung Kim. 2023. "Gender Divide, Time Divide: Gender, Work and Family in South Korea." *Journal of Korean Studies*. 28(2):207-227. https://doi.org/10.1215/07311613-10621412.

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.

- "Do Lawsuits Improve Gender and Racial Inequality at Work?" *Harvard Business Review* (by Elizabeth Hirsh) November 19, 2019.

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.

- Winner of the ASA Inequality, Poverty, and Mobility Section Outstanding Article Award, 2015.
- "Defend Your Research: Working Long Hours Used to Hurt Your Wages — Now It Helps Them." *Harvard Business Review* (by Sarah Green Carmichael).

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

- Winner of the 2007 Robin Williams Jr. Best Graduate Student Paper Award, Cornell University

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

- Winner of the 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 Men's and Women's Employment in Dual-Earner Households." *American Sociological Review* 75(2):303-329.

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

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, 1st 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.

PAPERS UNDER REVIEW (* = student coauthors at time of research)

Cha Youngjoo, Kristin Kelley*, and Elizabeth Hirsh. 2025. "Can Flexible Work Policies Challenge Ideal Worker Norms and Improve Employees' Work Outcomes? The Role of Policy Design and Implementation." Under Review.

- Nominated for the WFRN Suzan Lewis Best Conference Paper Award
- Featured in Better Life Lab.
- Preprint available in *SocArXiv*. https://doi.org/10.31235/osf.io/c6fp9_v1

Cha, Youngjoo, Dongeun Shin*, Kiho Sung*, and Stephen Benard. "Technically Competent but Less Socially Skilled? Racial Differences in Wage Returns to Occupational Contexts for Asian-Origin Workers in the United States." Under Review.

Hipp, Lena, Youngjoo Cha, and Soocheol Cho*. "How does taking parental leave affect women's and men's perceptions as workers and parents? Survey-experimental evidence from South Korea, Germany, and the United States." (First two authors contributed equally.) Under Review.

- Preprint available in *SocArXiv.* https://doi.org/10.31235/osf.io/vzcqm_v1
- Preregistered at https://aspredicted.org/XG6_S78.

RESEARCH IN PROGRESS (* = student coauthors at time of research)

Cha, Youngjoo, Kim A. Weeden, Haowen Zheng*, and Tiffanie Vo*. "How Do Parental Wage Gaps Relate to the Gender Wage Gap Across Children's Age, Number, and Residence?" Working paper.

Cha, Youngjoo, Kaitlin Johnson* and Minjin Chae*. "It's the Hours, Not the Job: Temporal Flexibility and Gender Wage Gaps Across Occupations." Working paper.

Cha, Youngjoo and Ekaterina Baldina*. "Changes in How Employees Define Ideal Workers Before and After the Onset of the COVID-19 Pandemic." Working paper.

- Quoted in the New York Times.

Cho, Yunmyung*, and Youngjoo Cha. "Time, Money, and Workplace Policies: The Intersection of Gender, Race and Class in Workers' Self-Assessment as Ideal Parents." Working paper.

Guo, Jiao and Youngjoo Cha. "More Than Moments: Work-Hour Trajectories and the Gender Gap in Earnings at Midlife." Working paper.

Leshchenko, Olga*, Youngjoo Cha and Elizabeth Hirsh. "What is Flexibility Good For? Flexible Work Practices, Time Adequacy, and Employee Wellbeing." Working paper.

Bang, Minji, Youngjoo Cha, and Jiyoon (June) Kim. "School Entry Timing and Maternal Labor Supply: Evidence from Sibling Grade Gaps." Working paper.

"Beyond the Pandemic: Has Changing Flexibility Practices Reshaped Ideal Worker Norms and Employee Outcomes?" (with Elizabeth Hirsh). Grant proposal.

OTHER 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*.

RESEARCH SUPPORT

External Grant:

Social Sciences and Humanities Research Council (SSHRC) Grant, (with PI: Elizabeth Hirsh). "Post-Pandemic Shifts in Workplace Culture: Changing Ideal Worker Norms and Their Impact on Employee Outcomes." $249,583 (CAD). Not funded.

NSF Research Grant, PI (with Co-PI: Elizabeth Hirsh and Sofia Ayala). "Has the Pandemic Changed How Employees Define "Good Workers"? The Role of Occupational, Organizational, and Cultural Contexts." $519,554. Not funded.

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 (extended to 2/28/2023). $244,893.

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.

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.

Internal Grant:

Faculty Research Support Program Seed Grant, Indiana University. 2022-2023. $33,781. "Social Policies, Gender Beliefs, and Organizational Support: Flexibility Stigma in Germany, South Korea, and the United States."

Emergency Equity Fund for Research, Indiana University. 2021. $2,500.

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.

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.

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.

HONORS, AWARDS, FELLOWSHIPS

- 2026 Trustees Teaching Award, Indiana University.
- 2024 Residential Fellowship, Fall of 2024. Institute of Advanced Study, Indiana University.
- 2022 Karl W. Deutsch Visiting Professorship, WZB Berlin Social Science Center, Berlin, Germany.
- 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."
- 2011 Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Nominee).
- 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."

CONFERENCE PRESENTATIONS

- "Designing Flexibility: How the Implementation of Flexible Work Policies Is Associated with Time Adequacy and Employee Wellbeing." WFRN Conference, June 2026.
- "More Than Moments: Work-Hour Trajectories and the Gender Gap in Earnings at Midlife." Population Association of America Annual Meeting, May 2026.
- "How does taking parental leave affect women's and men's perceptions as workers and parents? Survey-experimental evidence from Germany, South Korea, and the US." American Sociological Association Annual Meeting, August 2025.
- "How do gender wage gaps vary by the age, number, and residence of children?" Population Association of America, Washington DC. April 2025.
- "Competing Devotions in the Post-Pandemic Economy in Germany, South Korea, and the United States: The Effect of Remote Working on Perceptions of Employees as "Good Workers" and "Good Parents." American Sociological Association Annual Meeting, August 2024.
- "Why Is the Gender Wage Gaps Larger in Some Occupations than Others? Work Hours, Task Flexibility, and the Gender Wage Gap Across Occupations." Population Association of America meeting, New Orleans, April 15, 2023.
- "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" 2023 Virtual SIPP Conference, February 9, 2023. U.S. Census Bureau.
- "Competent but Less Dominant and Less Socially Skilled? Asian Stereotypes and the Wage Penalty for Asian Men and Women in the U.S. Labor Market." Population Association of America meeting, Atlanta, April 2022.
- Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of "Ideal Workers." American Sociological Association Annual Meeting, August 9, 2021.
- Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of "Ideal Workers." Work Family Research Network Conference, New York, June 2020 (canceled due to COVID-19).
- "Competent but Less Dominant and Less Socially Skilled? Asian Stereotypes and the Wage Penalty for Asian Men and Women in the U.S. Labor Market." Population Association of America meeting, Washington DC, April 2020 (canceled due to COVID-19).
- "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.
- "Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies." Political, Economic, and Cultural Sociology Workshop, Indiana University, March 2015.
- "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.
- "Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies." Work Family Research Network Conference. New York, June 2014.

- "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." Population Association of America Meeting, San Francisco, May 2012,
- "Overwork and the Slow Convergence in the Gender Wage Gap." American Sociological Association Meeting. Las Vegas, August 2011.
- "Overwork and the Persistence of Occupational Sex Segregation." American Sociological Association Meeting. San Francisco, August 2009.
- "Overwork and the Persistence of Occupational Sex Segregation." Council on Contemporary Families Annual Conference, Chicago, April 2009.
- "Resurgence of the 'Separate Spheres' Arrangement?: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." American Sociological Association Meeting. Boston, August 2008.
- "Resurgence of the 'Separate Spheres' Arrangement?: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." Inter-Ivy Sociology Symposium, Princeton University, March 2008.

INVITED LECTURES AND PRESENTATIONS

- Inequality Workshop, University of Tokyo, Japan. July 17, 2026.
- "How does taking parental leave affect women's and men's perceptions as workers and parents? Survey-experimental evidence from South Korea, Germany, and the United States." Gender Inequality Symposium, Center for East Asian Studies, University of Chicago. April 25, 2026.
- "How does taking parental leave affect women's and men's perceptions as workers and parents? Survey-experimental evidence from South Korea, Germany, and the United States." Department of Sociology. Washington University at St. Louis. October 29, 2025.
- "How do gender wage gaps vary by the age, number, and residence of children?" WZB Berline Social Science Center, Germany. July 1, 2025.
- "Burnout Among Women of Color: Understanding Contributing Factors." Panelist. Action Collaborative on Transforming Trajectories for Women of Color in Tech 2025 Summit. National Academies of Sciences, Engineering, and Medicine. Washington DC, March 10, 2025.
- "Is the Gender Wage Gap Really a Motherhood Wage Gap in Disguise?" Spark Talk series. McMaster University. October 25, 2024.
- "Understanding the Causes of Burnout and Gender and Race Disparities in STEMM: A Multilevel Approach." A Workshop on the Impact of Burnout on Gender Equity in Science, Engineering, and Medicine. National Academies of Sciences, Engineering, and Medicine. Washington DC, October 1, 2024.

- "Can We Change the Overwork Culture? The Role of Flexible Work Policies and Their Implementation." Interdisciplinary Committee on Organization Studies (ICOS) Seminar Series, University of Michigan, September 6, 2024.
- "Competing Devotions in the Post-Pandemic Economy: The Effect of Remote Working on Perceptions of Employees as "Good Workers" and "Good Parents in Germany, South Korea, and the United States." Gender Inequality Symposium, Yonsei University, South Korea, July 12, 2024.
- Structural Aspects of Gender Inequality Workshop, Tel Aviv University, Israel, January 9-10, 2023 (canceled due to Hamas-Israel war).
- Department of Sociology and Social Policy, University of Kent, United Kingdom, March 15, 2023 (canceled due to the university-wide Strike).
- "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" WZB Berlin Social Science Center, WZB Talk, January 16, 2023.
- "Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of 'Ideal Workers.'" WZB Berlin Social Science Center, Distinguished Lecture, October 5, 2022.
- "Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of 'Ideal Workers.'" Gender Inequality Workshop, Stanford University, January 11, 2022.
- "Can We Change the Overwork Culture? The Role of Workplaces in Challenging Conventional Definitions of 'Ideal Workers.'" Center for Labour Market and Family dynamics, University of Warsaw, Poland, October 5, 2021.
- Invited panelist, "Long Work Hours and the Gender Pay Gap." ASA in Thematic Session: Power, Inequality, and Work: The Reasons for the Lack of Pay Equity. August 9, 2020.
- Invited panelist, "Overwork and the Stalled Revolution." Thematic Session, ASA 2020 (canceled due to COVID-19).
- Gender Equality in Labor Markets Conference, Center for the Study of Inequality, Cornell University, March 22-24, 2020 (canceled due to COVID-19).
- "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" Broom Center for Demography, University of California-Santa Barbara, May 20, 2019.
- "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" Center for Demography and Ecology, University of Wisconsin-Madison, March 26, 2019.
- "Is the Gender Wage Gap Really a Family Wage Gap in Disguise?" Gender Inequality Seminar, Harvard University, November 1, 2017.
- "Overwork and the Use of Leave and Flexible Work Policies." Department of Sociology, Pennsylvania State University, October 8, 2017.
- "Overwork and the Use of Leave and Flexible Work Policies." Broadening Perspectives on Women in Work conference, Johns Hopkins Carey School of Business, October 13, 2017.
- "Overwork and the Use of Leave and Flexible Work Policies." Yonsei University Global Advisory Program Research Symposium, New York, February 2017.
- "Work hours, schedules, locations, and gender inequality." The Washington Center for Equitable Growth. September 28, 2017.

- "How Does America's Culture of Overwork Impact Women and Men in the Workplace?" Inequality Workshop, Yonsei University, South Korea, June 16, 2017.
- "How Does America's Culture of Overwork Impact Women and Men in the Workplace?" DiversityInc, Webinar Series, July 12, 2016.
- "How Does America's Culture of Overwork Impact Women and Men in the Workplace?" 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." Center for the Study of Gender and Sexuality, University of Chicago, January 2016.
- "Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Taking Leave and Flexible Work Policies." Population Research Center, University of Texas-Austin, November 2015.
- Invited panelist, "Gender Inequality in Overworking America." Thematic Panel (Topic: Gender Equality at Work) Panelist. 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.
- "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.
- Invited panelist. "Overwork, Underwork, and Health of Men and Women in the United States." Work Family Research Network Conference, New York, June 2012.
- "Overwork and the Slow Convergence in the Gender Wage Gap." Political, Economic, and Cultural Sociology Workshop, Indiana University, April 2011.
- "Overwork and the Persistence of Occupational Sex Segregation." Inequality workshop, Stanford University, April 2011.
- "Overwork and the Persistence of Occupational Sex Segregation." Annual Meeting of Eastern Sociological Society, March 2010.
- "Overwork and the Persistence of Occupational Sex Segregation." Department of Sociology, Indiana University-Bloomington, December 2009.
- "Overwork and the Persistence of Occupational Sex Segregation." Department of Sociology, Harvard University, November 2009.
- "Overwork and the Persistence of Gender Inequality." Symposium on Flexible Work Bias, University of California, Hastings College of the Law, San Francisco, July 2009.
- "Reinforcing Separate Spheres: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." Inequality Workshop, ChungAng University, South Korea, December 2007.

TEACHING EXPERIENCE

Indiana University

Sociology 101: "Social Problems and Policies: Good Jobs, Bad Jobs, No Jobs"
Sociology 101: "Social Problems and Policies: Inequality, Work, and Economy"
Sociology 101: "Social Problems and Policies: Race, Gender, Class"
Sociology 338: "Sociology of Gender"
Sociology 371: "Statistics for Sociology"
Sociology 410: "Advanced Topics: Social Organization"
Sociology 498/499: "Honors Thesis Seminar I, II"
Sociology 500/501/502: "Proseminar I, II, III in Sociology"
Sociology 660: "Advanced Topic: Sociology of Gender"

Yonsei University, South Korea
Sociology 7518: Sociology of Gender
Sociology 8872: Gender and Society (Topic: Gender and Work)

Cornell University
Sociology 301 (Teaching Assistance): "Evaluating Statistical Evidence"
Sociology 506 (Teaching Assistance): "Research Methods II" (Spring 2007, Received *Departmental Citation for Excellence in Teaching*)

PROFESSIONAL SERVICE

National/International
Editorial Board Member, *Social Currents*, 2025-2027.
Editorial Board Member, *Gender & Society*, 2011-2014, 2024-2026.
ASA Organizations, Occupations, and Work Section Council Member, 2025-2028.
ASA Sex and Gender Section Council Member, 2023-2026.
ASA OOW Scott Award Committee Chair, 2025-2026.
ASA Sex and Gender Section Nomination Committee, 2025-2026.
ASA Sex and Gender Section, Membership and Mentoring Committee Chair, 2023-2025.
The Kantar Award Committee, 2024, 2025.
ASA session organizer, 2025.
PAA session organizer, 2024.
Special Issue Editor (with Seung-Kyung Kim), *Gender Divide, Time Divide: Work and Family in South Korea*, *Journal of Korean Studies*, 2023.
President Elect, President, Immediate Past President, Association of Korean Sociologists in America, 2018-2021.
ASA session organizer, 2020.
Conference organizer, *Long Work Hours in South Korea and Beyond*, Institute of Korean Studies, Indiana University, 2019.
Editorial Board Member, *Contexts*, 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.
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.
Executive 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*, *Contexts*, *Demography, Gender & Society*, *ILR Review*, *National Science Foundation, Population Research and Policy Review*, *Research in Social Stratification and Mobility*, *Social Currents*, *Social Forces, Sociological Focus, Sociological Forum, Sociological Inquiry, Sociological Perspectives, Sociological Science*, *Social Indicators Research*, *Social Problems, Social Science Research, Work and Occupations.*

Indiana University

Department Diversity, Equity, Inclusion Committee, 2025.
Faculty Tenure Review Committee, 2024 (chair), 2018 (served on two)
College Faculty Success Task Force, 2023-2024.
Grad Affairs Committee, 2019-2021. 2023-2024 (chair), 2025.
Faculty 3Rd Year Review Committee, 2016, 2017, 2019, 2021 (chair).
Director of Graduate Studies, 2019-2021.
Faculty 4th Year Review Committee, 2021
Graduate Evaluation/Fellowship Committee, 2013, 2019-2021 (chair). 2021-2022.
Graduate Admission Committee, 2013, 2018, 2019-2021 (chair).
College Committee on Graduate Education, 2017-2018.
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.
First Year Faculty Mentor, 2010- 2013, 2015-2017, 2021-2022.
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.

PROFESSIONAL MEMBERSHIPS

American Sociological Association

Sections: Sex and Gender; Organizations, Occupations, and Work; Inequality, Poverty, and Mobility; Family; Asia and Asian America; Social Psychology

Association of Korean Sociologists in America
Population Association of America
Work and Family Researchers Network

EXTERNAL AFFILIATIONS

Special Sworn Status, US Census Bureau

MEDIA COVERAGE

- "The Best Way to Promote Gender Equality? Make Flexible Work Policies Open to Everyone." *Better Life Lab, New America* (by Brigid Schulte) Aug 28, 2024.
- "Overwork Culture Linked To Under-Use Of Paid Leave, New Study Finds." *Forbes* (by Michelle Travis) Aug 27 2024.
- "Do Lawsuits Improve Gender and Racial Inequality at Work?" *Harvard Business Review* (by Elizabeth Hirsh) November 19, 2019.
- "Women Did Everything Right. Then Work Got 'Greedy': How America's obsession with long hours has widened the gender gap." *The New York Times* (by Claire Cain Miller) April 26, 2019.
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DISSERTATION, THESIS, PAPER COMMITTEES

Dissertation Committees

Current students:

- Cassie Mead (Chair)
- Yunmyung Cho (Chair)
- Anjali Biswas (Chair)
- Madeline Flores-Redd (Chair)
- Junghun Han
- Soocheol Cho
- Eehyun Kim

Former students:

- Dongeun Shin (PhD 2026, chair), Research Scientist, The New York State Bureau of Population Health.
- Jennifer Jiwon Lee (PhD 2025), Postdoctoral Researcher, VMware Women's Leadership Innovation Lab, Stanford University.
- Zoe Caplan (PhD 2024), Research Scientist, US Census.
- Anna Russian (PhD 2024, chair), Research Scientist, The Law School Admission Counsel
- Kaitlin Johnson (PhD 2023, chair), Research Methodologist, NORC at the University of Chicago.
- Daniel Rudel, (PhD 2022), Academic Program Manager, Purdue University.
- Seunghee Lee (PhD 2022), Korea Development Institute.
- Kristin Kelley, (PhD 2021, chair), American Institute for Research.
- Landon Schnabel, (PhD 2019), Assistant Professor, Department of Sociology, Cornell University.
- Lauren Dula (PhD 2018), Assistant Professor, Department of Public Administration, SUNY-Binghamton.
- Trenton Mize (PhD 2017), Assistant Professor, Department of Sociology, Purdue University.
- Lisa Miller (PhD 2016), Assistant Professor, Department of Sociology, Eckerd College.
- Rebecca Grady (PhD 2016), Research Scientist, Washington State Employment Security Department.
- Shawna Smith (PhD 2014), Research Assistant Professor, School of Public Health, University of Michigan -Ann Arbor.

Qualifying Exam Committees

Erin Lam (2026), Madeleine Meldrum (2026), Madeine Flores-Redd (2025, Chair), Emma Thaci (2025), Yunmyung Cho (2024, Chair), Cassie Mead (2024, Chair), Guangquan Shen (2023, Chair), Takuya Akada (2021), Dongeun Shin (2019, Chair), Kaitlin Johnson (2018, Chair), Anna Russian (2018), Kristin Kelley (2016, Chair), Colleen Johnston (2016, Chair), Landon Schnabel (2014), Jackie Tabor (2013), Mike Metroka (2012), Sarah Hatteberg (2011), Lisa Miller (2013).

MA Committees

Indiana University: Victoria Thompson (2025), Chaewon Lee (2023, U Penn Sociology PhD Program), Alisha Kirchhoff (2018), Anthony Ross (2016), Mike Schutte (2016), Landon Schnabel (2013).

Yonsei University: Sujung Lee (2022, Brown Sociology PhD program), Jungeun Jeon (2023), Hyein Park (2023), Jaeyeon Lee (2023, UPenn Sociology PhD program), Haesul Yu (2025).

Undergraduate Honors Theses

2015-2016: Gabriel Ancil (UC Irvine, Sociology Ph.D. program) Sean Bock (Harvard, Sociology Ph.D. program), Jessica Cadwell, Jesse Elkins, Genevieve Hickey, Erin Macke (Stanford, Sociology Ph.D. program), Jessica Proctor, Reid Ralston (Cornell, Sociology Ph.D. program), Michael Turk.

2016-2017: Aiden Booth, Daniela Bruning, Sidney Harris (U of Michigan, Sociology Ph.D. program), Alanah Hoffman, Bradley Montgomery (Ohio State, Sociology Ph.D. program), Emily Qin, Emma Sperry, Laura Zweig.

Other Advising/Mentoring

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