

YOUNGJOO CHA
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EDUCATION

Ph D. Candidate, Sociology, Cornell University, Ithaca NY, expected May 2010.

Committee: Kim Weeden (Chair), Shelley Correll, Stephen Morgan, Elizabeth Hirsh

M.A. Sociology, Yonsei University, Seoul, Korea, 2002.

B.A. Sociology and English Language and Literature. Yonsei University, Seoul, Korea, 2000.

RESEARCH AND TEACHING INTERESTS

Gender, Work, Labor Markets, Mobility, Social Inequality, Employment Discrimination,
Organizations, Quantitative Methods

Dissertation: *Overwork and the Persistence of Gender Inequality in the U.S. Labor Market.*

American workers, especially those in high-skill jobs, are increasingly expected to work long hours. This norm of “overwork” systematically disadvantages women, whose paid work hours are constrained by norms surrounding caregiving. Using data from the Survey of Income and Program Participation and Current Population Surveys, I offer three analyses that show the effect of overwork on three important dimensions of gender inequality. First, I show that spousal overwork has gender-specific effects on the likelihood of quitting a job. Second, I demonstrate that overwork affects men’s and women’s own occupational mobility and reinforces occupational sex segregation. And, third, I explore whether overwork contributes to the gender gap in earnings.

PUBLICATIONS

Cha, Youngjoo. Forthcoming (2010). “Reinforcing ‘Separate Spheres’: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households.” *American Sociological Review*.

Cha, Youngjoo, and Sarah E. 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.

WORKS IN PROGRESS

Cha, Youngjoo, and Stephen L. Morgan. "Structural Earnings Losses and Between-Industry Mobility of Displaced Workers, 2003-2008." Under review.

Cha, Youngjoo. "The Effect of Voluntary Job Switching on the Gender Wage Gap."

Cha, Youngjoo. "Overwork and the Persistence of Occupational Sex Segregation: The Effect of Long Work Hours on the Occupational Mobility of Men and Women."

Hirsh, C. Elizabeth, and Youngjoo Cha. "Discrimination Litigation, Financial Performance, and Workplace Equality."

GRANTS AND FELLOWSHIPS

National Science Foundation Dissertation Improvement Grant, 2008-2009.

Bronfenbrenner Life Course Center - Center for the Study of Inequality Seed Grants, 2006-2007.

Russell Sage Fellowship, Cornell University, 2003-2004.

Center for the Study of Economy and Society Seed Grant, Cornell University, 2003.

AWARDS

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

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

CONFERENCE PRESENTATIONS

Cha, Youngjoo. "Overwork and the Persistence of Occupational Sex Segregation." American Sociological Association Meeting. San Francisco, CA, August 10th 2009.

Cha, Youngjoo. "Overwork and the Persistence of Occupational Sex Segregation: The Effect of Long Work Hours on Occupational Mobility of Men and Women." Council on Contemporary Families Annual Conference, University of Illinois at Chicago, IL, April 17th 2009.

Cha, Youngjoo and Sarah Thébaud. "Labor Markets, Breadwinning, and Men's Gender Attitudes: How Economic Context Shapes Masculinity." American Sociological Association Meeting. Boston, MA, August 2nd 2008.

Cha, Youngjoo. "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, MA, August 1st 2008.

Cha, Youngjoo. "The Effect of Switching Jobs on the Gender Wage Gap." International Sociological Association RC28 Spring Meeting, European University Institute, Florence, Italy, May 17th 2008.

- Cha, Youngjoo. "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, NJ, March 29th 2008.
- Cha, Youngjoo. "Overwork and the Perpetuation of Occupational Gender Segregation" Sociology Graduate Student Association Brown Bag Seminar, Department of Sociology, Cornell University, April 21th, 2008.
- Cha, Youngjoo. "Overwork and the Persistence of Gender Inequality." American Sociological Association Meeting. New York, NY, August 2007.
- Cha, Youngjoo. "Overwork and the Persistence of Gender Inequality." Graduate Mini-Conference in Sociology, Cornell University, Ithaca NY, November 2006.
- Cha, Youngjoo. "The Effect of Job Switching on the Gender Wage Gap in Professional and Managerial Work" American Sociological Association Meeting. Montreal, QC, August 2006.
- Cha, Youngjoo. "How Gender Interacts with Institutional Factors: A Comparison of Working Part-time in 35 Countries by Postindustrialism and National Skill Regimes" Inter-Ivy Sociology Symposium, Cornell University, Ithaca, NY, April 2006.
- Cha, Youngjoo. "The Effect of Job Switching on the Gender Wage Gap in Professional and Managerial Work" Graduate Mini-Conference in Sociology, Cornell University, Ithaca NY, November 2005.
- Cha, Youngjoo. "The Effect of Informal Social Relationships on Intergenerational Occupational Mobility." American Sociological Association Meeting. Philadelphia, PA, August 2005.

INVITED PRESENTATIONS

- Cha, Youngjoo. "Overwork and the Persistence of Gender Inequality." Symposium on Flexible Work Bias, University of California, Hastings College of the Law, San Francisco, CA, July 17th, 2009.
- Cha, Youngjoo. "Resurgence of the 'Separate Spheres' Arrangement? The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." Workshop on Social Inequality, Chung-Ang University, Seoul, Korea, December 26th, 2007.

TEACHING EXPERIENCE

- Sociology 506: *Research Methods II*. TA for Elizabeth Hirsh, Cornell University, Spring, 2007 (Received *Departmental Citation for Excellence in Teaching*).
- Sociology 301: *Evaluating Statistical Evidence*. TA for Paul McLaughlin, Cornell University, Fall, 2006.
- Sociology: *Contemporary Society*. TA for Young-Shin Park, Yonsei University, South Korea, Spring, 2001.
- Sociology: *Information Society*. TA for Yong-Hak Kim, Yonsei University, South Korea, Fall 2001.

RESEARCH EXPERIENCE

Research Assistant for Elizabeth Hirsh, Cornell University (Fall 2007-present).
Consultant for Mary C. Still and Joan Williams, UC Hastings College of the Law (2007).
Research Assistant for Kim Weeden, Cornell University (Spring 2006).
Research Assistant for Stephen Morgan, Cornell University (Fall 2004-2005).
Research Assistant for Yong-Hak Kim, Yonsei University, South Korea (2001-2002).

PROFESSIONAL ACTIVITIES AND SERVICE

Member: American Sociological Association, Sociologists for Women in Society, International Sociological Association (RC28, RC32), Academy of Management
Graduate Student Representative, Department Faculty Search Committee, 2008
Organizer, Graduate student research conference, Cornell University, 2004 and 2005.
Manuscript Reviewer: *American Sociological Review*, *Gender & Society*, *Social Forces*, *Sociological Perspectives*.

MEDIA COVERAGE

The Washington Post, "Held Back by His Hours." August 5, 2008: Page D02.
CBS News, "Overworking Affects Spouses Differently." August 1, 2008.
US News & World Report, August 1, 2008.
The Chronicle Higher Education, August 5, 2008
WSTM NBC3, "Study says working husbands affect wives' careers." August 4, 2008.
Ithaca Times, August 13, 2008: Page 5.
BusinessWeek, August 1, 2008.
Forbes, August 1, 2008.
Science Daily, August 4, 2008.
Telegraph (U.K.), August 1, 2008.
United Press International, August 1, 2008.
Yahoo! News, August 1, 2008.

REFERENCES

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