

YOUNGJOO CHA
Department of Sociology
Cornell University
Ithaca, NY 14853
(607) 255-1426
yc328@cornell.edu

EDUCATION

Ph D. Candidate Sociology, Cornell University, Ithaca NY.
Committee: Kim Weeden (Chair), Shelley Correll, Elizabeth Hirsh, Stephen Morgan.
Qualifying Exams: Gender, Social Inequality, Organizations

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, Social Inequality, Employment Discrimination, Organizations,
Quantitative Methods

DISSERTATION

Dissertation Title: “Overwork and the Persistence of Gender Inequality in the U.S. Labor Market.”

My dissertation examines the effect of long work hours (“overwork”) on gender inequality by examining how it shapes men and women’s labor market outcomes. Overwork is increasingly common as an established norm in the workplace, especially in high-skilled jobs. In my dissertation, I argue that the overwork is a gendered norm that systematically disadvantages women, who are less likely to work longer hours because of the normative expectation that they will have more caregiving responsibilities than men.

Using a longitudinal dataset collected from the Survey of Income and Program Participation (SIPP), I conduct three empirical analyses that employ advanced quantitative methods to assess the effect of overwork on three important labor market measures of inequality. Specifically, I investigate (1) whether spousal overwork affects men and women’s employment differently, (2) how overwork affects women’s occupational mobility, and (3) the effect of this career process on earnings.

PUBLISHED ARTICLES

Hirsh, C. Elizabeth and Youngjoo Cha.. “Understanding Employment Discrimination: A Multilevel Approach.” *Sociology Compass*. Forthcoming.

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

WORKING PAPERS

Cha, Youngjoo. "The Effect of Switching Jobs on the Gender Wage Gap." Revise and Resubmit. *Social Forces*.

Cha, Youngjoo and Sarah E. Thebaud. "Labor Markets, Breadwinning, and Beliefs: How Economic Context Shapes Men's Gender Ideology." Revise and Resubmit. *Gender & Society*.

Cha, Youngjoo. "Resurgence of the 'Separate Spheres' Arrangement?: The Effect of Spousal Overwork on the Employment of Men and Women in Dual-Earner Households." Revise and Resubmit. *American Sociological Review*.

Cha, Youngjoo and Stephen L. Morgan. "Industrial Mobility and Earnings Loss of Displaced Workers in Manufacturing Industry, 2003-2005."

Hirsh, C. Elizabeth and Youngjoo Cha. "Discrimination Lawsuits, Firm Financial Performance, and Sex and Race Equity."

CONFERENCE PRESENTATIONS

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

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 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.

Morgan, Stephen L. and Youngjoo Cha. "The Evolution of Inequality In Late Industrial United States." American Sociological Association Meeting. Philadelphia, PA, August 2004 (Presented by Stephen Morgan).

Cha, Youngjoo. "The Effect of Informal Social Relationships on Intergenerational Occupational Mobility." American Sociological Association Meeting. Philadelphia, PA, August 2005.

INVITED TALKS

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. "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

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.
"The Increase in Gender Earnings Inequality among Professional and Managerial Workers and the Gendered Norm of Overwork"

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 (Professor Elizabeth Hirsh).
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

TEACHING EXPERIENCE

Teaching Assistant

Sociology 506: *Research Method II*. Elizabeth Hirsh, Cornell University, Spring 2007 (Received *Departmental Citation for Excellence in Teaching*).

Teaching Assistant

Sociology 301: *Evaluating Statistical Evidence*. Paul McLaughlin, Cornell University, Fall 2006.

Teaching Assistant

Sociology: *Contemporary Society*. Young-Shin Park, Yonsei University, South Korea, Spring 2001.

Teaching Assistant

Sociology: *Information Society*. Yong-Hak Kim, Yonsei University, South Korea, Fall 2001.

RESEARCH EXPERIENCE

Research Assistant, Fall 2007-Present

Principal Investigator: Elizabeth Hirsh, Cornell University.

Consultant, 2007

Mary C. Still and Joan Williams, University of California, Hastings of Law

Research Assistant, Spring 2006

Principal Investigator: Kim Weeden, Cornell University.

Research Assistant, Fall 2004 – Fall 2005

Principal Investigator: Stephen L. Morgan, Cornell University.

Research Assistant, 2000-2002

Principal Researcher: Yong-Hak Kim, Yonsei University, South Korea.

PROFESSIONAL AFFILIATION

American Sociological Association

Sociologists for Women in Society

International Sociological Association, RC28, RC32

PROFESSIONAL ACTIVITIES AND SERVICE

Sociology Mini-conference

Organizer, Graduate students research conference, Cornell University, 2004, 2005.

Manuscript Reviewer, *American Sociological Review*, *Gender & Society*, *Sociological Perspectives*, *The Sociological Quarterly*.

SELECTED MEDIA COVERAGE OF OVERWORK STUDY

The Washington Post, "Held Back by His Hour." August 5, 2008: Page D02.

www.washingtonpost.com/wp-dyn/content/article/2008/08/04/AR2008080402065.html

CBS News, "Overworking Affects Spouses Differently." August 1, 2008.

<http://www.cbsnews.com/stories/2008/08/01/health/webmd/main4313713.shtml>

WSTM NBC3, "Study says working husbands affect wives' careers." August 4, 2008.

http://wstm.com/news/news_story.aspx?id=169622

Ithaca Times, August 13, 2008: Page 5.

http://www.zwire.com/site/news.cfm?newsid=20015098&BRD=1395&PAG=461&dept_id=546876&rfi=6

BusinessWeek, August 1, 2008.

<http://www.businessweek.com/lifestyle/content/healthday/618050.html?chan=search>

Yahoo! News, August 1, 2008.

http://news.yahoo.com/s/hsn/20080801/hl_hsn/wivesoftenheadhomewhenhusbandsworkloadgrows

US News & World Report, August 1, 2008.

<http://health.usnews.com/articles/health/healthday/2008/08/01/wives-often-head-home-when-husbands-workload-grows.html>

Forbes, August 1, 2008.

<http://www.forbes.com/forbeslife/health/feeds/hscout/2008/08/01/hscout618050.html>

Science Daily, August 4, 2008.

<http://www.sciencedaily.com/releases/2008/08/080801074058.htm>

The Chronicle Higher Education, August 5, 2008

<http://chronicle.com/temp/reprint.php?id=twnt9kvp4fth82q0x2j75gklg7m63ycx>

United Press International, August 1, 2008.

www.upi.com/Health_News/2008/08/01/If_husband_works_60_hrs_wives_often_quit/UPI-31521217648656/

Telegraph (U.K.), August 1, 2008. <http://www.telegraph.co.uk/news/2484631/Women-pushed-back-into-kitchen-by-long-working-hours-culture.html>