

**YOUNGJOO CHA**  
Department of Sociology  
Cornell University  
Ithaca, NY 14853  
(607) 351-4249  
[yc328@cornell.edu](mailto:yc328@cornell.edu)

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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.”

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. I argue that 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 increases the likelihood of men's and women's quitting differently, (2) how overwork affects men's and women's occupational mobility and reinforces occupational sex segregation, and (3) how overwork contributes to the gender gap in earnings.

## **PUBLICATIONS**

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

**Cha, Youngjoo** and Sarah E. Thébaud.\* 2009. “Labor Markets, Breadwinning, and Beliefs: How Economic Context Shapes Men’s Gender Ideology.” *Gender & Society* 23 (2): 215-243.

(\* equal authorship)

- Reprinted (2009) in Bobby Hutchison ed., *Annual Editions: Gender*, First Edition. United States: 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.

## **WORK 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 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 (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.

## **CONFERENCE PRESENTATIONS**

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 17<sup>th</sup> 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 2<sup>nd</sup> 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 1<sup>st</sup> 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 17<sup>th</sup> 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 29<sup>th</sup> 2008.

Cha, Youngjoo. "Overwork and the Perpetuation of Occupational Gender Segregation" Sociology Graduate Student Association Brown Bag Seminar, Department of Sociology, Cornell University, April 21<sup>th</sup>, 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 PRESENTATION**

Cha, Youngjoo. "Overwork and the Persistence of Gender Inequality." Symposium on Flexible Work Bias, University of California Hastings College of Law, San Francisco, CA, July 17<sup>th</sup>, 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 26<sup>th</sup>, 2007.

## **TEACHING EXPERIENCE**

Teaching Assistant

Sociology 506: *Research Methods 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**

Member, American Sociological Association

Member, Sociologists for Women in Society

Member, International Sociological Association, RC28, RC32

Member, Academy of Management

## **PROFESSIONAL ACTIVITIES AND SERVICE**

Graduate Student Representative, Department Faculty Search Committee, 2008  
Organizer, Graduate student research conference, Cornell University, 2004, 2005.  
Manuscript Reviewer, *American Sociological Review*, *Gender & Society*, *Social Forces*,  
*Sociological Perspectives*.

## **SELECTED MEDIA COVERAGE OF THE OVERWORK STUDY**

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.

## **REFERNCES**

Kim Weeden (Committee Chair)  
Associate Professor  
Department of Sociology  
376 Uris Hall  
Cornell University  
Ithaca, NY 14853-7601  
Phone: (607) 254-4904  
kw74@cornell.edu

Shelley Correll  
Associate Professor  
Department of Sociology  
450 Serra Mall  
Bldg 120, Room 160  
Stanford University  
Stanford, CA 94305-2047  
Phone: (650) 721-1736  
scorrell@stanford.edu

Stephen Morgan  
Professor  
Department of Sociology  
358 Uris Hall  
Cornell University  
Ithaca, NY 14853-7601  
Phone: (607) 255-0706  
slm45@cornell.edu

Elizabeth Hirsh  
Assistant Professor  
Department of Sociology  
364 Uris Hall  
Cornell University  
Ithaca, NY 14853-7601  
Phone: (607) 255-2001  
ch347@cornell.edu