

EUNMI MUN

Sept, 2024

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University of Illinois at Urbana-Champaign
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APPOINTMENTS

- 2022- Associate Professor, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
Faculty affiliate, Center for Social & Behavioral Sciences
Faculty affiliate, Center for East Asian and Pacific Studies
Faculty affiliate, Women & Gender in Global Perspectives
- 2018-22 Assistant Professor, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2016-18 Assistant Professor, Department of Sociology and School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2013-16 Assistant Professor of Sociology, Department of Anthropology and Sociology, Amherst College
- 2012-13 Robert E. Keiter 1957 Visiting Assistant Professor of Sociology, Dept. of Anthropology and Sociology, Amherst College
- 2011-12 Postdoctoral Fellow, Reischauer Institute of Japanese Studies, Harvard University

EDUCATION

Harvard University
Ph.D., Sociology (2011)

Seoul National University
B.A. (Honors) (2002) and M.A. (2004), Sociology

RESEARCH INTERESTS

gender and organizations, law and organizations, work-family policies, labor market institutions, work and employment in East Asia

PEER-REVIEWED JOURNAL ARTICLES

Mun, Eunmi, Shawna Vican, and Erin L. Kelly. 2024. "Points of Departure: Family Leave Policy and Women's Representation in Management in U.S. Workplaces." *Social Forces*

Godechot, Olivier, Donald Tomaskovic-Devey, István Boza, Lasse Folke Henriksen, Are Skeie

Hermansen, Feng Hou, Jiwook Jung, Naomi Kodama, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Halil Sabanci, Max Thaning, Paula Apascaritei, Dustin Avent-Holt, Nina Bandelj, Alexis Baudour, David Cort, Marta M. Elvira, Gergely Hajdu, Aleksandra Kanjuo-Mrčela, Joseph King, Andrew Penner, Trond Petersen, Andreja Poje, Anthony Rainey, Mirna Safi and Matthew Soener. 2024. "The Great Separation: Top Earner Segregation at Work in Advanced Capitalist Economies." *American Journal of Sociology* 130(2):439-95.

Penner, Andrew M., Trond Petersen, Are Skeie Hermansen, Anthony Rainey, István Boza, Marta M. Elvira, Olivier Godechot, Martin Hällsten, Lasse Folke Henriksen, Feng Hou, Aleksandra Kanjuo Mrčela, Joe King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Paula Apascaritei, Dustin Avent-Holt, Nina Bandelj, Gergely Hajdu, Jiwook Jung, Andreja Poje, Halil Sabanci, Mirna Safi, Matthew Soener, Donald Tomaskovic-Devey and Zaibu Tufail. 2023. "Within-Job Gender Pay Inequality in 15 Countries." *Nature Human Behaviour* 7(2):184-89.

Godechot, Olivier, Nils Neumann, Paula Apascaritei, István Boza, Martin Hallsten, Lasse Henriksen, Are Hermansen, Feng Hou, Jiwook Jung, Naomi Kodama, Alena Křížková, Zoltán Lippényi, Marta M Elvira, Silvia Maja Melzer, Eunmi Mun, Halil Sabanci, Matthew Soener and Max Thaning. 2023. "Ups and Downs in Finance, Ups without Downs in Inequality." *Socio-Economic Review* 21(3):1601-27.

Oh, Eunsil and Eunmi Mun. 2022. "Compensatory Work Devotion: How a Culture of Overwork Shapes Women's Parental Leave in South Korea." *Gender & Society* 36(4):552-577.

- Winner of the American Sociological Association Family Section Article of the Year Award

Mun, Eunmi and Naomi Kodama. 2022. "Meritocracy at Work? Merit Pay and Gender Wage Inequality." *Social Forces* 100(4):1561-1591.

Jung, Jiwook, Zoltán Lippényi, and Eunmi Mun. 2022. "Workplace Volatility and Gender Inequality: A Comparison of the Netherlands and South Korea." (Equal contributions) *Socio-Economic Review* 20(4):1679-1740.

Brinton, Mary C., Eunmi Mun, and Ekaterina Hertog. 2021. "The Rise of Singlehood in Contemporary Japan: Dating, Rating, and Mating." *Demographic Research* 44(Jan-Jun):239-276.

Benton, Richard A., Aibak Hafeez, and Eunmi Mun. 2021. "Changing Employment Relations under a Fractured Corporate Elite." *Socio-Economic Review* 19(1):189-218.

Tomaskovic-Devey, Donald, Anthony Rainey, Dustin Avent-Holt, Nina Bandelj, István Boza, David Cort, Olivier Godechot, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Aleksandra Kanjuo-Mrčela, Joe King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, Mirna Safi, Max Thaning and Zaibu Tufail. 2020. "Rising between-Workplace Inequalities in High-Income Countries." *Proceedings of the National Academy of Sciences* 117(17):9277-83.

Avent-Holt, Dustin, Anna Hagglund, Lasse Folke Henriksen, Jiwook Jung, Naomi Kodama, Silvia Melzer, Eunmi Mun, Anthony Rainey, and Donald Tomaskovic-Devey. 2020. "Occupations, Workplaces or Jobs? An Exploration of Stratification Contexts Using Administrative Data." 2020. *Research in Social Stratification and Mobility* 70:100456.

Mun, Eunmi and Jiwook Jung. 2018. "Policy Generosity, Employer Heterogeneity, and Women's

Employment Opportunities: The Welfare State Paradox Reexamined." *American Sociological Review* 83(3):509-35.

Mun, Eunmi and Jiwook Jung. 2018. "Change above the Glass Ceiling: Corporate Social Responsibility and Gender Diversity in Japanese Firms." *Administrative Science Quarterly* 63(2):409-40.

Jung, Jiwook and Eunmi Mun. 2017. "Does Diffusion Make an Institutionally-Contested Practice Legitimate? Shareholder Responses to Downsizing in Japan, 1973-2005." *Organization Studies* 38(10):1347-72. (Lead article)

Mun, Eunmi and Mary C. Brinton. 2017. "Revisiting the Welfare State Paradox: A Firm-Level Analysis from Japan." *Research in Social Stratification and Mobility* 47:33-43.

Mun, Eunmi. 2016. "Negative Compliance as an Organizational Response to Legal Pressures: The Case of Japanese Equal Employment Opportunity Law." *Social Forces* 94(4):1409-37. (Lead article)

Jung, Jiwook and Eunmi Mun. 2016. "Bending but Not Breaking? Foreign Investor Pressure and Dividend Payouts by Japanese Firms." *Sociological Forum* 31(3):663-84

Brinton, Mary C. and Eunmi Mun. 2016. "Between State and Family: Managers' Implementation and Evaluation of Parental Leave Policies in Japan." *Socio-Economic Review* 14(2):257-81.

Mun, Eunmi and Mary C. Brinton. 2015. "Workplace Matters: The Use of Parental Leave Policies in Japan." *Work and Occupations* 42(3):335-69.

Mun, Eunmi. 2010. "Sex Typing of Jobs in Hiring: Evidence from Japan." *Social Forces* 88(5):1999-2026.

PAPERS UNDER REVIEW

Jung, Jiwook, Eunmi Mun, and Hiroshi Ono. "Commitment as Credential? Lifetime Employment and CEO Succession in Japanese Companies, 1993-2016." (Revise and Resubmit at *Social Forces*)

Kaplan, Rami and Eunmi Mun. "Transnational Capitalist Class Mobilization and the Global Diffusion of Corporate Environmentalism."

Mun, Eunmi and Yeaseul Hur. "Whose Performance Matters? Collective Performance and Gender Wage Inequality in South Korean Firms."

WORKING PAPERS

Mun, Eunmi, M. Teresa Cardador, Yun-Kyoung Kim, and Karen Z. Kramer. "Caring for Caregivers: The Challenges of Managing Third-Party Childcare for Working Mothers."

Mun, Eunmi and the COIN group. "Egalitarian Workplaces: Organizational Patterns of Gender Wage Inequality in High Income Countries."

OTHER PUBLICATIONS

Benton, Richard A. and Eunmi Mun. "Illinois Board Diversity, Inclusion, and Representation Report" (Annually published in compliance with a new Illinois law, Public Act 101-0589)
"Illinois Board Diversity, Inclusion, and Representation Report – 2020."
"Illinois Board Diversity, Inclusion, and Representation Report – 2021."
"Illinois Board Diversity, Inclusion, and Representation Report – 2022."
"Illinois Board Diversity, Inclusion, and Representation Report – 2023."

Mun, Eunmi. 2017. Book Review, *Too Few Women at the Top: The Persistence of Inequality in Japan*. By Kumiko Nemoto. Ithaca, NY: ILR Press, 2016. *Contemporary Sociology* 46(6):702-704.

AWARDS, GRANTS, AND FELLOWSHIPS

- 2024 Family Section Article of the Year Award, American Sociological Association
- 2018 Future Interdisciplinary Research Explorations (FIRE) Program, "The impact of taking parental leave on couples and family outcomes: A US & South Korean Comparison" (\$59,709). Role: Co-PI.
- 2018 Social and Behavioral Sciences Research Initiative (SBSRI) Small Grants Program, "A cross-cultural comparison of the impact of parental leave decisions on parents' career and family outcomes: Examining panel data from four countries" (\$18,464). Role: Co-PI.
- 2013 PICT (Project in Innovative Curriculum and Teaching) Award, Amherst College
- 2011-12 Postdoctoral Fellow, Reischauer Institute of Japanese Studies, Harvard University
- 2011 Postdoctoral Fellowship, Program on US-Japan Relations at Weatherhead Center for International Affairs (Declined)
- 2010-11 Academy Graduate Fellow, Harvard Academy for International and Area Studies (Dissertation Completion Fellowship)
- 2010 Graduate Student Paper Award, Society for the Advancement of Socio-Economics
- 2010 Akiyama Award, Program on US-Japan Relations at Weatherhead Center for International Affairs
- 2010 Summer Research Grant, Reischauer Institute of Japanese Studies
- 2009-10 Graduate Student Associate, Weatherhead Center for International Affairs
- 2009-10 GSAS Merit/Term-time Research Fellowship, Harvard University
- 2008-09 Visiting Scholar, Institute of Social Science, University of Tokyo
- 2008 Research Grant, Weatherhead Center for International Affairs

- 2008-09 Supplementary Dissertation Grant, Reischauer Institute of Japanese Studies
- 2007-08 Graduate Student Associate, Weatherhead Center for International Affairs
- 2007 Ronald Burt Award for Outstanding Student Paper, ASA Economic Sociology Section
- 2007 Summer Language Grant, Reischauer Institute of Japanese Studies
- 2004-08 Doctoral Fellowship, Korea Foundation for Advanced Studies (five-year fellowship)

INVITED TALKS

- 2023 “Points of Departure: Family Leave Policy and Women’s Representation in Management in U.S. Workplaces.” Department of Economics, Meiji Gakuin University, December 2023, Tokyo, Japan.
- 2023 “Points of Departure: Family Leave Policy and Women’s Representation in Management in U.S. Workplaces.” Department of Economics, Hitotsubashi University, December 2023, Kunitachi, Japan.
- 2023 “Meritocracy at Work? Pay for Performance and Gender Wage Inequality.” Department of Sociology, Seoul National University, May 2023, Seoul.
- 2022 “Caring for Caregivers: The Challenges of Managing Third-Party Childcare for Working Mothers.” Center for Industrial Relations & Human Resources, University of Toronto, December 2022, Virtual seminar.
- 2022 “Meritocracy at Work? Merit Pay and Gender Wage Inequality.” Gender Research Institute and Department of Sociology, Yonsei University, November 2022, Virtual seminar.
- 2022 “Points of Departure: Family Leave and Women’s Representation in Management in U.S. Organizations.” Department of Sociology, University of Toronto, February 2022, Virtual seminar.
- 2022 “Meritocracy at Work? Merit Pay and Gender Wage Inequality.” Center for Contemporary Japanese Studies, University of Tokyo, January 2022, Virtual seminar.
- 2021 “Lifetime Advantage at the Top: The Norm of Lifetime Employment and CEO Succession in Japan.” Program on US-Japan Relations, Harvard University, November 2021, Virtual seminar.
- 2021 “Points of Departure: Family Leave and Women’s Representation in Management in U.S. Organizations.” Economic Sociology Working Group, MIT, September 2021, Virtual seminar.
- 2020 “What Do Employers Do after a Mandatory Leave Policy? The FMLA and Women’s Representation in U.S. Organizations”, Center for Empirical Research on Stratification and Inequality, Yale University, February 2020, New Haven.

- 2017 "Policy Generosity, Employer Heterogeneity, and Women's Employment Opportunities: The Welfare State Paradox Reexamined", Research Institute for Women and Careers, Nihon Women's University, December 2017, Tokyo, Japan.
- 2016 "Change above the Glass Ceiling: Corporate Social Responsibility and Gender Diversity in Japanese Firms", Institute of Innovation, Hitotsubashi University, October 2016, Kunitachi, Japan.
- 2014 "Local Construction of a Global Standard: Foreign Share Ownership and Workplace Gender Diversity in Japan", Program on US-Japan Relations, Harvard University, February 2014, Cambridge.
- 2013 "Professional Resistance: Why the Equal Employment Opportunity Law Failed in Japan", Department of Sociology, UMass-Amherst, September 2013, Amherst.
- 2011 "The Equal Employment Opportunity Law and the Institutionalization of Sex Segregation in Japan", Harvard Business School, December 2011, Boston.

CONFERENCE/WORKSHOP PRESENTATIONS

- 2024 "Egalitarian Workplaces: Organizational Patterns of Gender Wage Inequality in High Income Countries", Society for the Advancement of Socio-Economics (SASE) annual meeting (June 27-29, Limerick, Ireland).
- 2024 "Egalitarian Workplaces: Organizational Patterns of Gender Wage Inequality in High Income Countries", Firms, Employees & Labor Market Inequality In Comparative Perspective, IESE Business School Madrid, June 2024, Madrid.
- 2024 "Egalitarian Workplaces: Organizational Patterns of Gender Wage Inequality in High Income Countries", Global Business and Comparative Corporate Governance Research Conference, Ross School of Business, University of Michigan, May 2024, Ann Arbor.
- 2023 "Points of Departure: Family Leave Policy and Women's Representation in Management in U.S. Workplaces", Society for the Advancement of Socio-Economics (SASE) annual meeting (July 20-22, Rio de Janeiro).
- 2023 "Caring for Caregivers: The Challenges of Managing Third-Party Childcare for Working Mothers", International Conference on Lives of Women (and Men) in Contemporary Korea, Korea University, June, 2023, Seoul.
- 2022 "Whose Performance Matters? Pay for Performance and Gender Wage Inequality in South Korean Firms", European Group of Organization Studies (EGOS) annual meeting (July 7-9, Vienna) and Society for the Advancement of Socio-Economics (SASE) annual meeting (July 9-11, Amsterdam).
- 2022 "Points of Departure: Family Leave and Women's Representation in Management in U.S. Organizations", Care Work in the Recovery Economy workshop, Institute for Gender and the Economy, University of Toronto, January 2022, Virtual conference.
- 2021 "Points of Departure: Family Leave and Women's Representation in Management in U.S. Organizations", Work and Family Researchers Network (WFRN), January 2021, Virtual conference.

- 2020 "Family Leave and Women's Representation in U.S. Organizations: Understanding Employers' Responses to the FMLA Mandate", Annual Meeting of American Sociological Association (ASA), August 2020, Virtual conference.
- 2019 "The Organizational Mechanism of Meritocracy Paradox: Merit Pay and Gender Wage Inequality in Japanese Firms", Annual Meeting of American Sociological Association (ASA), August 2019, New York.
- 2017 "Change above the Glass Ceiling: Corporate Social Responsibility and Gender Diversity in Japanese Firms", Annual Meeting of Academy of Management (AOM), August 2017, Atlanta.
- 2017 "Unpacking the Welfare State Paradox: Corporate Responses to Parental Leave Policies in Japan", Annual Meeting of Society for the Advancement of Socio-Economics (June 2017, Lyon) and American Sociological Association (August 2017, Montreal).
- 2016 "Gender Inequality in Volatile Workplaces: A Comparison of the Netherlands and South Korea", Annual Meeting of Society for the Advancement of Socio-Economics, July 2016, Berkeley.
- 2016 "Revisiting the Welfare State Paradox: A Firm-Level Analysis from Japan", RC 28 Meeting of the International Sociological Association, May 2016, Singapore.
- 2015 "Deinstitutionalization of Social Closure: The Case of Japan", Annual Meeting of Society for the Advancement of Socio-Economics, July 2015, London.
- 2015 "Do Work-Family Policies Reduce Women's Employment Opportunities? Firm-Level Analyses Using Data from Japan", Developmental conference for the special issue of *Research in Social Stratification and Mobility* (June 2015, Bielefeld, Germany) and Annual Meeting of the American Sociological Association (August 2015, Chicago).
- 2014 "Searching for a Marriage Mate in Postindustrial Japan: "Just Right" or "Just Good Enough?", Annual Meeting of the Association of Asian Studies, March 2014, Philadelphia.
- 2014 "Local Construction of a Global Standard: Foreign Share Ownership and Workplace Gender Diversity in Japan", Annual Meeting of Society for the Advancement of Socio-Economics, July 2014, Chicago.
- 2013 "Negative Compliance as Organizational Response to Legal Pressure", Annual Meeting of Society for the Advancement of Socio-Economics (June 2013) and American Sociological Association (August 2013).
- 2013 "Local Construction of a Global Standard: Foreign Share Ownership and Workplace Gender Diversity in Japan", Inaugural Paul R. Lawrence Conference: Connecting Rigor and Relevance in Institutional Analysis, Harvard Business School, June 2013, Boston.
- 2013 "Employers' Implementation of Work-Family Policies in Japan", Annual Meeting of the Association of Asian Studies, March 2013, San Diego.

- 2011 "The Role of Internal Constraints: The Equal Employment Opportunity Law and the Diffusion of Sex-Segregating Practices in Japan", Annual Meeting of the American Sociological Association, August 2011, Las Vegas.
- 2011 "Workplace Matters: The Use of Maternity and Childcare Leave Policies in Japan", Annual Meeting of Association for Asian Studies, April 2011, Hawaii.
- 2010 "More Yet Less: The Equal Employment Opportunity Law and the Hiring of Women in Large Japanese Companies, 1998-2009", Annual Meeting of the American Sociological Association, August 2010, Atlanta.
- 2010 "The Organizational Reproduction of Gender Inequality: The Hiring of Men and Women in Large Japanese Companies, 1998-2008", Annual Meeting of the Society for the Advancement of Socio-Economics, June 2010, Boston.
- 2010 "Economic Pressure, Organizational Structure, and Gendered Workplaces: The Hiring of Men and Women in Japanese Companies", Annual Meeting of the Eastern Sociological Society, March 2010, Boston.
- 2009 "Gender Inequality and Employment System Changes in Japan, 1999-2008", University of Tokyo, August 2009, Tokyo, Japan.
- 2009 "Gender Inequality and Employment System Changes in Japan, 2001-2007", Waseda University, April 2009, Tokyo, Japan.
- 2008 "Pressure and Response in Organizational Change: The Case of Japanese Companies after the Bubble", Nanzan University, July 2008, Nagoya, Japan.
- 2008 "Sex Segregation and Social Closure: Evidence from Japan", Annual Meeting of the American Sociological Association, August 2008, Boston.
- 2007 "Sex Segregation and Social Closure: Evidence from Japan", Annual Meeting of the American Sociological Association (August 2007, NYC) and MIT-Harvard Economic Sociology Seminar (October 2007, Cambridge).

TEACHING EXPERIENCE

University of Illinois

- Research on Work and Organizations
- Employment Relations Systems
- Comparative Employment Relations Systems
- Leadership for HR Professionals
- Gender and Work
- Organizations and Inequality

Amherst College

- Economy, Society and Change in East Asia
- Gender and Work
- Asian Capitalism: Historical and Contemporary Views
- Organizations and Inequality
- Financial Crises and the Future of Democracy

Harvard University

- Economy, Society and Change in East Asia

SERVICE

Service to the School of Labor and Employment Relations:

Committee Member, PhD Advisory Committee (2024-2025)
Committee Member, Curriculum Innovation Task Force (2023-2025)
Committee Chair, LER Teaching Showcase (2024)
Committee Member, Executive Committee (2023-2024)
Committee Member, Investment for Growth (2023-2024)
Committee Member, HR/IR Job Search Committee (2022)
Committee Chair, LER 558 Seminars (2020-2021)
Committee Member, LER 558 Seminars (2019-2020)
Committee Member, International Committee (2017-2019)

Service to the University of Illinois:

LER representative, Illinois Global Institute (IGI) Coordinating Committee (2021-)
Panel member, Appeals Committee, Office for Access and Equity (2019- 2023)
Committee member, College of Education Early Career Faculty Study Committee (2021)
Reviewer for the Campus Research Board (2018, 2019)

Service to the Profession:

Editorial Board Member, American Sociological Review (2024-present)
Editorial Board Member, *Socio-Economic Review* (2019-present)
Elected Council Member, OOW section, American Sociological Association (2024-present)
Co-organizer, Network G: Labor Markets, Education, and Human Resources, Society for the Advancement of Socio-Economics (2023-present)
Elected Executive Council Member, Society for the Advancement of Socio-Economics (2018-2024)
Committee Chair, SER Best Article Prize, Society for the Advancement of Socio-Economics (2024)
Committee Member, Rosabeth Moss Kanter Distinguished Career Award Committee, OOW section, American Sociological Association (2023)
Committee Member, Thompson Graduate Paper Award Committee, OOW section, American Sociological Association (2022)
Committee Member, Amsden Book Award Committee, Society for the Advancement of Socio-Economics (2022)
Committee Member, W. Richard Scott Article Award Committee, Organizations, Occupations, and Work (OOW) section, American Sociological Association (2021)
Committee Member, Max Weber Book Award Committee, Economic Sociology Section, American Sociological Association (2017)
Organizer, Special session on "Making Organizational Compliance Real," American Sociological Association (2017)

Reviewer for *American Sociological Review*, *American Journal of Sociology*, *Administrative Science Quarterly*, *Social Forces*, *European Sociological Review*, *Sociological Quarterly*, *Sociological Perspectives*, *Socio-Economic Review*, *ILR Review*, *British Journal of Industrial Relations*, *Research in Social Stratification and Mobility*, *Work and Occupations*, *Gender &*

Society, Journal of Marriage and Family, Asian Journal of Social Science, Corporate Governance: An International Review

LANGUAGE FLUENCY

English, Korean (native); near-fluency in Japanese