

# JIWOOK JUNG

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University of Illinois at Urbana-Champaign  
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## ACADEMIC APPOINTMENTS

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### University of Illinois at Urbana Champaign:

2019- Associate Professor, School of Labor and Employment Relations  
2016-19 Assistant Professor, School of Labor and Employment Relations

### National University of Singapore:

2012-16 Assistant Professor, Department of Sociology

## EDUCATION

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2012 Ph.D., Sociology, Harvard University  
2003 M.A., Sociology, Seoul National University  
2001 B.A. (honors), Sociology, Seoul National University

## AREAS OF INTEREST

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Economic Sociology, Organizational Theory, Labor Markets, Corporate Governance,  
Corporate Social Responsibility, Quantitative Methodology

## PUBLICATIONS

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- Bascle, Guilhem, and Jiwook Jung. Forthcoming. "Caught in an Expectations Trap: Risks of Giving Securities Analysts What They Expect." *Organization Science*.
- Jung, Jiwook, and Yin Lee. Forthcoming. "Financialization and Corporate Downsizing as a Shareholder Value Strategy." *Socio-Economic Review*.
- Jung, Jiwook, Zoltán Lippényi, and Eunmi Mun. Forthcoming "Gender Inequality in Volatile Workplaces: A Comparison of the Netherlands and South Korea." *Socio-Economic Review*.
- Avent-Holt, Dustin, Anna Hagglund, Lasse Folke Henriksen, Jiwook Jung, Naomi Kadoma, Silvia Maja Melzer, Eunmi Mun, Anthony Rainey, and Donald Tomaskovic-Devey. 2020. "Occupations, Workplaces or Jobs? An Exploration of Stratification Contexts Using

Administrative Data.” *Research in Social Stratification and Mobility* 70: 10456.

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): 9277-9283.

Jung, Jiwook, and Taekjin Shin. 2019. “Learning Not to Diversify: The Transformation of Graduate Business Education and the Decline of Diversifying Acquisitions.” *Administrative Science Quarterly* 64(2): 337-369.

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): 508-535.

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): 409-440.

Jung, Jiwook, and Eunmi Mun. 2017. “Does Diffusion Make an Institutionally-Contested Practice Locally Acceptable? Shareholder Responses to Downsizing in Japan, 1973-2005.” *Organization Studies* 38(10): 1347-1372.

Pernell, Kim, Jiwook Jung, and Frank Dobbin. 2017. “The Hazards of Expert Control: Chief Risk Officers and Risky Derivatives.” *American Sociological Review* 82(3): 511-541.

Jung, Jiwook. 2017. “A Struggle on Two Fronts: Labor Resistance to Changing Layoff Policies at Large U.S. Companies.” *Socio-Economic Review* 15(1): 213-239.

Jung, Jiwook, and Eunmi Mun. 2016. “Bending but Not Breaking? Foreign Investor Pressure and Dividend Payouts by Japanese Firms.” *Sociological Forum* 31(3): 663-684.

Jung, Jiwook. 2016. “Through the Contested Terrain: Implementation of Downsizing Announcements by Large U.S. Firms, 1984-2005.” *American Sociological Review* 81(2): 347-373.

Dobbin, Frank, and Jiwook Jung. 2016. “Agency Theory as Prophecy: Do Boards, Analysts, and Fund Managers Perform their Roles?” *Seattle University Law Review* 39: 291-320.

Dobbin, Frank, and Jiwook Jung. 2015. “The Fourth Dimension of Power: The Social Construction of Interest in the New Economic Sociology.” Pp. 174-194 in *Re-Imagining Economic Sociology*. Edited by Patrik Aspers and Nigel Dodd. Oxford: Oxford University Press.

Jung, Jiwook. 2015. “Shareholder Value and Workforce Downsizing, 1981-2006.” *Social Forces* 93(4): 1335-1368.

- Dobbin, Frank, and Jiwook Jung. 2015. "Professions, Social Movements, and the Sovereign Corporation." Pp. 141-168 in *Players and Arenas: The Interactive Dynamics of Protest*. Edited by James M. Jasper and Jan Willem Duyvendak. Amsterdam: Amsterdam University Press.
- Jung, Jiwook. 2014. "Political Contestation at the Top: Politics of Outsider Succession at U.S. Corporations." *Organization Studies* 35(5): 727-764.
- Jung, Jiwook, and Frank Dobbin. 2012. "Finance and Institutional Investors." Pp. 52-74 in *Oxford Handbook of the Sociology of Finance*. Edited by Karin Knorr-Cetina and Alexandru Preda. New York: Oxford University Press.
- Dobbin, Frank, and Jiwook Jung. 2011. "Corporate Board Gender Diversity and Stock Performance: The Competence Gap or Institutional Investor Bias?" *North Carolina Law Review* 89(3): 809-838.
- Dobbin, Frank, and Jiwook Jung. 2010. "The Misapplication of Mr. Michael Jensen: How Agency Theory Brought down the Economy and Why It Might Again." *Research in the Sociology of Organizations* 30B: 29-64.

## MANUSCRIPTS UNDER REVIEW

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- Penner, Andrew, Trond Petersen, Dustin Avent-Holt, Nina Bandelj, István Boza, 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, Elvira Marta, Silvia Maja Melzer, Eunmi Mun, Andreja Poje, Anthony Rainey, Mirna Safi, Matthew Soener, Donald Tomaskovic-Devey, Zaibu Tufail. "Within-Job Gender Pay Inequality in 15 Countries." Revise and Resubmit at *Nature Human Behaviour*.
- Godechot, Olivier, Paula Apascaritei, Dustin Avent-holt, Nina Bandelj, Alexis Baudour, István Boza, David Cort, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Aleksandra Kanjuo-Mrčela, Joe King, Naomi Kodama, Alena Krizkova, Zoltán Lippényi, Elvira Marta, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, William Rainey, Halil Sabanci, Mirna Safi, Matthew Soener, Max Thaning, Donald Tomaskovic-Devey. "The Great Separation: Top Earner Segregation at Work in High Income Countries." Revise and Resubmit at *American Journal of Sociology*.
- Jung, Jiwook, and Tom VanHeuvelen. "Power Resources of Labor and the State Politics of Corporate Downsizing." Under Review.
- Jung, Jiwook, Suyeon Kang, and Yin Lee. "Shrinking Horizons: The Cyclical Relationship between CEO Change and Corporate Restructuring." Under Review.
- Kim Pernell, and Jiwook Jung. "Rethinking Moral Hazard: Government Protection and Bank Risk-Taking." Under Review.

## POPULAR PRESS PUBLICATIONS

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Jung, Jiwook, and Taekjin Shin. 2018. "Business School Really Does Influence How Students Make Decisions Later On." *Harvard Business Review*, August.

Pernell, Kim, Jiwook Jung, and Frank Dobbin. 2017. "Hiring Chief Risk Officers Led Banks to Take on More Risk." *Harvard Business Review*, July.

## WORK IN PROGRESS

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Imprinting Risky Behavior: The Institutional Origins of Bank CEO Risk-Taking (with Kim Pernell, and Taekjin Shin)

Lifetime Advantage at the Top? The Norm of Lifetime Employment and CEO Succession in Japan (with Eunmi Mun and Hiroshi Ono)

Alliance Capitalism Redux: The Reconfiguration of Inter-Firm Networks in Japan, 2001-2012 (with Richard Benton and Eunmi Mun)

Who Controls the Corporation Now? Stakeholders in the Shareholder Value Movement (with Frank Dobbin)

## AWARDS, GRANTS, AND FELLOWSHIPS

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| 2022-   | Scholar of the Illinois Strategic Organizations Initiative (ISOI) within the Gies College of Business at the University of Illinois at Urbana-Champaign |
| 2013    | Society for the Advancement of Socio-Economics. Travel Grant  |
| 2012-15 | Start-up Research Grant, National University of Singapore   |
| 2010-11 | Harvard University, Eliot Dissertation Completion Fellowship (awarded to the top student in the social sciences)  |
| 2009-10 | National Science Foundation, Dissertation Improvement Grant. SES-0926934  |
| 2010    | Society for the Advancement of Socio-Economics, Graduate Student Paper Award  |
| 2005-6  | Harvard University, Summer Research Grant   |

## PRESENTATIONS AND CONFERENCES

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### Conference Presentations:

2021 "Power Resources of Labor and the State Politics of Corporate Downsizings." ASA Annual Meeting (Virtual)

2021 "Shrinking Horizons: The Cyclical Relationship between CEO Change and

- Corporate Restructuring.” AOM Annual Meeting (Virtual)
- 2019 “Imprinting a Risky Behavior: The Institutional Origins of Bank CEO Risk-Taking.” ASA Annual Meeting (New York)
- “Lifetime Advantage at the Top? The Norm of Lifetime Employment and CEO Succession in Japan.” SASE Annual Meeting (New York)
- 2017 “Unpacking the Welfare State Paradox: Corporate Responses to Parental Leave Policies in Japan.” ASA Annual Meeting (Montreal, Canada).
- “Change above the Glass Ceiling: Corporate Social Responsibility and Gender Diversity in Japanese Firms.” ASA OOW-ES Mini-Conference (Montreal, Canada).
- “Symbolic but Consequential: Securities Analysts’ Forecasts and Corporate Downsizing Decisions.” SASE Annual Meeting (Lyon, France) and AOM Annual Meeting (Atlanta, GA).
- 2016 “Gender Inequality in Volatile Workplaces: A Comparison of the Netherlands and South Korea.” SASE Annual Meeting (Berkeley, CA).
- “Structural Constraint or Strategic Choice? Partisan Politics and Implementation of Corporate Downsizing in U.S. States.” SASE Annual Meeting (Berkeley, CA).
- 2015 “Learning Not to Diversify: The Transformation of Graduate Business Education and the Decline of Diversifying Acquisitions.” ASA Annual Meeting (Chicago).
- “The Chief Risk Officer as Trojan Horse: How Sarbanes-Oxley Promoted the Abuse of Risky Derivatives.” ASA Annual Meeting (Chicago).
- “Deinstitutionalization of Social Closure: Recession and Hiring Freezes of Male and Female Jobs in Japan.” SASE Annual Meeting (London).
- 2014 “Saving the Environment? Environmental Policies of Japanese Firms and their Effectiveness.” XVIII ISA World Congress of Sociology (Yokohama, Japan).
- “Formalization of Risk Management and Bank Involvement in Derivatives Trading.” SASE Annual Meeting (Chicago).
- 2013 “Through the Contested Terrain: Implementation of Downsizing Announcements by Large U.S. Firms, 1984-2005.” SASE Annual Meeting (Milan, Italy) and ASA Annual Meeting (New York).
- “Dynamics of Strategic Responses to Institutional Pressures: When Earnings Management to Meet Analyst Forecasts Can Backfire on Firms.” Paul R. Lawrence Conference, “Connecting Rigor and Relevance” (Boston, MA).
- 2011 “Does Diffusion Make an Institutionally-Contested Practice Legitimate? Shareholders’ Reaction to Workforce Downsizing in Japan, 1973-2005.” ASA Annual Meeting (Las Vegas, Nevada).
- 2010 “The Transformation of Workforce Downsizing as a Shareholder-Value Management Strategy.” SASE Annual Meeting (Philadelphia, PA) and ASA Annual Meeting (Atlanta, GA).

- 2009 “Shareholder Value and the New American Workplace.” Eastern Sociological Society Annual Meeting (Baltimore, MD).
- 2008 “Follow the Money: The Revealed Preferences of Institutional Investors.” AOM Annual Meeting (Anaheim, CA).
- 2007 “External Control and Shift at the Top: CEO Succession in Large U.S. Corporations, 1981-1997.” ASA Annual Meeting (New York).

**Invited Seminar Presentations:**

- 2021 Cornell University (ILR School), “State Politics of Downsizing”
- 2020 Seoul National University (Business), “State Politics of Downsizing”
- 2016 University of Illinois at Urbana-Champaign (Sociology), “Graduate Business Education and Diversifying Acquisitions”
- 2015 University of Illinois at Urbana-Champaign (LER), “Implementation of Downsizing Announcements”
- 2013 National University of Singapore (Family, Children, and Youth Cluster), “Foreign Ownership and Workplace Gender Diversity in Japan”
- 2012 National University of Singapore (Sociology), “Shareholder Value and Workforce Downsizing”
- 2011 Cornell University (ILR School), “Shareholder Value and Workforce Downsizing”

**TEACHING**

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**University of Illinois at Urbana-Champaign:**

- Executive Compensation (Master)
- Corporate Social Responsibility (Master)
- International Human Resource Management (Master and Online Master)
- Macro Research Methods (PhD)

**National University of Singapore:**

- Social Origins and Consequences of Financial Crises (Undergraduate, Honors)
- Money, Business, and Social Networks (Undergraduate)
- Social Inequalities: Who Gets Ahead? (Undergraduate)

**Dissertation Committees:**

- Brandon Grant (Member), LER (PhD in HR/IR), 2018-19
- Yin Lee (Co-Chair), LER, 2019-
- Ki-Jung Kim (Member), LER, 2021-
- Suyeon Kang (Co-Chair), LER, 2022-

## SERVICE

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### **Journal Editorial Boards:**

*American Sociological Review*, 2020-

### **Occasional Reviewer:**

*Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Asian Journal of Social Science, European Journal of Sociology, Human Relations, Industrial and Labor Relations Review, Korean Journal of Sociology, Organization Science, Organization Studies, Research in Social Stratification and Mobility, Social Forces, Socio-Economic Review, Sociological Forum, Strategic Organization.*

### **Conference Organizing:**

Program committee, Organizations, Occupations, and Work open sessions, American Sociological Association Annual Meeting, 2021

Program committee, Organizations, Occupations, and Work Roundtable Sessions, American Sociological Association Annual Meeting, Montreal, Canada, 2017

Program committee, section on labor force, International Sociological Association RC28 (Social Stratification and Mobility) Meeting, Singapore, May 2016

### **LER, University of Illinois at Urbana-Champaign:**

LER Dean Search Committee, 2021

Executive Committee, 2021-

Academic Affairs Committee, 2016-2020, 2021- (chair)

International Committee (chair), 2020-2021

Admissions & Financial Aid Committee, 2019-2021

LER 558/Speakers Scholars Series Committee (chair), 2018-2019

Faculty Hiring Search Committee, 2017

LER Representative in the Faculty Senate, 2017-19

### **National University of Singapore:**

Member, Graduate Studies Committee, Department of Sociology, 2013-16

Member, Department Ethics Review Committee, Department of Sociology, 2013-16

Member, Quantitative Reasoning Task Force, 2014