

## EUNMI MUN

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### EDUCATION

#### Harvard University

- Ph.D., Sociology (2011)

#### Seoul National University

- B.A. (Honors) (2002) and M.A. (2004), Sociology

### APPOINTMENTS

- 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 (Mellon Foundation Postdoctoral Fellowship)
- 2011-12 Postdoctoral Fellow, Reischauer Institute of Japanese Studies, Harvard University

### RESEARCH INTERESTS

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

### PUBLICATIONS

- Mun, Eunmi and Mary C. Brinton. Forthcoming. "Revisiting the Welfare State Paradox: A Firm-Level Analysis from Japan." *Research in Social Stratification and Mobility*.
- Jung, Jiwook and Eunmi Mun. Forthcoming. "Bending but Not Breaking?: Foreign Investor Pressure and Dividend Payouts by Japanese Firms." *Sociological Forum*.
- Brinton, Mary C. and Eunmi Mun. Forthcoming. "Between State and Family: Managers' Implementation and Evaluation of Parental Leave Policies in Japan." *Socio-Economic Review*.
- 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)
- Mun, Eunmi and Mary C. Brinton. 2015. "Workplace Matters: The Use of Parental Leave Policies in Japan." *Work and Occupations* 42(3):335-369.

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

### **PAPERS UNDER REVIEW**

Mun, Eunmi and Jiwook Jung, "Change above the Glass Ceiling: Foreign Share Ownership and Workplace Gender Diversity in Japan" (*Revise and Resubmit at Administrative Science Quarterly*)

Jung, Jiwook and Eunmi Mun. "Does Diffusion Make an Institutionally-Contested Practice Legitimate? Shareholder Responses to Downsizing in Japan 1973-2005" (*Revise and Resubmit at Organization Studies*)

### **WORKING PAPERS**

Mun, Eunmi. "Professional Resistance: Why the Equal Employment Opportunity Law Failed in Japan"

Hertog, Ekaterina, Eunmi Mun, and Mary C. Brinton. "Searching for a Marriage Mate in Postindustrial Japan: "Just Right" or "Just Good Enough?"

Mun, Eunmi and Jiwook Jung. "Deinstitutionalization of Social Closure: The Case of Japan"

### **AWARDS, GRANTS, AND FELLOWSHIPS**

- 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)

## **PRESENTATIONS**

- 2015        “Do Work-Family Policies Reduce Women’s Employment Opportunities? Firm-Level Analyses Using Data from Japan”, Annual Meeting of the American Sociological Association, August 2015, Chicago.
- 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.
- 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.
- 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” (invited presentation), Program on US-Japan Relations, Harvard University, February 2014, Cambridge.
- 2013        “Professional Resistance: Why the Equal Employment Opportunity Law Failed in Japan” (*invited presentation*), Department of Sociology, UMass-Amherst, September 2013, Amherst.
- 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 Equal Employment Opportunity Law and the Institutionalization of Sex Segregation in Japan” (*invited presentation*), Harvard Business School, December 2011, Boston.
- 2011 “The Role of Internal Constraints: The Equal Employment Opportunity Law and the Diffusion of Sex-Segregating Practices in Japan” (*section session of Economic Sociology*), 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” (*regular session of Gender and Work*), 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” (*regular session*), Annual Meeting of the Eastern Sociological Society, March 2010, Boston.
- 2009 “Gender Inequality and Employment System Changes in Japan, 1999-2008” (*invited presentation*), University of Tokyo, August 2009, Tokyo, Japan.
- 2009 “Gender Inequality and Employment System Changes in Japan, 2001-2007” (*invited presentation*), Waseda University, April 2009, Tokyo, Japan.
- 2008 “Pressure and Response in Organizational Change: The Case of Japanese Companies after the Bubble” (*invited presentation*), Nanzan University, July 2008, Nagoya, Japan.
- 2008 “Sex Segregation and Social Closure: Evidence from Japan” (*invited session of Sociology and Economics in Boston*), Annual Meeting of the American Sociological Association, August 2008, Boston.
- 2007 “Sex Segregation and Social Closure: Evidence from Japan”, MIT-Harvard Economic Sociology Seminar, October 2007.
- 2007 “Sex Segregation and Social Closure: Evidence from Japan” (*regular session of Gender and Work*), Annual Meeting of the American Sociological Association, August 2007, NYC.

## TEACHING EXPERIENCE

### Courses taught

#### Amherst College

- Economy, Society and Change in East Asia
- Gender and Work
- Asian Capitalism: Historical and Contemporary Views

- Organizations & Inequality
- Financial Crises and the Future of Democracy

Harvard University

- Economy, Society and Change in East Asia

## **LANGUAGE FLUENCY**

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

## **REFERENCES**

Mary C. Brinton  
Reischauer Institute Professor of Sociology  
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