*July 2026*

# EUNSIL OH

Department of Sociology | University of Wisconsin-Madison
8116B Sewell Social Science | 1180 Observatory Drive | Madison, WI 53706

## ACADEMIC APPOINTMENTS

Assistant Professor, Department of Sociology — 2019 – Present
University of Wisconsin-Madison

Postdoctoral Scholar, Department of Sociology — 2018 – 2019
Harvard University

## EDUCATION

Ph.D. Sociology, Harvard University — 2018
M.A. Sociology, Harvard University — 2014
B.A. Sociology, Yonsei University, South Korea — 2008

## RESEARCH INTERESTS

Gender, Work, and Family | Social Change | Culture | Labor Market Inequality | East Asia

## ARTICLES & BOOK CHAPTERS

(*indicates graduate student author)

**Oh, Eunsil**, Anni Ni*, and Zheng Mu. "Flexible Motherhood and the Unequal Logics of Women's Work: Chinese Mothers in Singapore." *Gender & Society* 40 (6). *Lead article*. — *Forthcoming*

**Oh, Eunsil**. "Norms or Knowledge? Unpacking Views on Maternal Employment among the College Educated in South Korea." *Qualitative Sociology* 48(2):213–42. — 2025

Park, Soyun* and **Eunsil Oh**. "Getting a Foot in the Door: A Meta-Analysis of U.S. Audit Studies of Gender Bias in Hiring." *Sociological Science*. — 2025

Han, SangWon and **Eunsil Oh**. "Aligned, Competing, and Blurred: Gender and Family Attitudes in East Asia." *Journal of Marriage and Family* 87(2):676–700. *Authors contributed equally*. — 2024

Mu, Zheng and **Eunsil Oh**. "Valuation of Domestic Work: Construction of Stay-at-Home Motherhood among Elite Chinese Migrants in Singapore." *Gender, Work & Organization* 31(6):2446–66. — 2023

**Oh, Eunsil** and Eunmi Mun. "Compensatory Work Devotion: How a Culture of Overwork Shapes Women's Parental Leave in South Korea." *Gender & Society* 36(4):552–77. *Lead article*. — 2022

**◊ Winner of the 2024 Article of the Year Award, Family Section, American Sociological Association**

Bueno, Xiana and **Eunsil Oh**. "How Do Men Talk about Taking Parental Leave? Evidence from South Korea, Spain, and the US." In *Engaged Fatherhood for Men, Families and Gender Equality*, edited by M. Grau Grau et al. (eds.) *Authors contributed equally.* 2022

**Oh, Eunsil**. "The Strength of Information: Maternal Education and Childrearing in Urban Korea." In *Korean Families Yesterday and Today,* edited by Park and Woo. University of Michigan Press. 2020

Brinton, Mary C., and **Eunsil Oh**. "Babies, Work, or Both? Highly Educated Women's Employment and Fertility in East Asia." *American Journal of Sociology*. *Authors contributed equally*. 2019

**◊ 2020 Finalist, Rosabeth Moss Kanter International Award for Excellence in Work and Family Research (one of five finalists chosen from the authors of over 2500 research articles published in 2019 in work and family research internationally)**

Oh, Eunsil. "Who Deserves to Work? How Women Develop Expectations of Child Care Support in Korea." *Gender & Society* 32(4):493–515. 2018

**◊ Winner of the 2017 Graduate Student Award, RC28, International Sociological Association**

**◊ Winner of the 2017 Graduate Student Award, Association of Korean Sociologists in America, American Sociological Association**

McGinn, Kathleen L., and **Eunsil Oh**. "Gender, Social Class, and Women's Employment." *Current Opinion in Psychology* 18:84–88. 2017

Suh, Chan S., **Eun Sil Oh**, and Yoon S. Choi. "The Institutionalization of the Women's Movement and Gender Legislation." Pp. 151–70 in *South Korean Social Movements*. Routledge. 2011

**MANUSCRIPTS (UNDER REVIEW)**

Oh, Eunsil. "Hyper-Intensive Mothering: How Competitive Educational Structures Shape Maternal Overwork." Under review.

Oh, Eunsil and Soyun Park*. "Through the Algorithmic Door: The Organizational Context of Hiring Discrimination in the AI Era." *Authors contributed equally.* Under review.

**MANUSCRIPTS (IN PREPARATION)**

Oh, Eunsil. "Reproductive Pessimism and the Intergenerational Politics of Motherhood: Evidence from South Korea." *Manuscript available*

**◊ Winner of the 2026 Best Conference Paper Award, recognized as the best conference paper that is innovative and has the potential to move the field forward by the Work Family Research Network**

Gim, Jimin* and Eunsil Oh. "When School Ends at Noon: Temporal Hierarchy and Maternal Employment at the First-Grade Cliff." *Manuscript available*.

Hwang, Sungsik* and Eunsil Oh. "The Edu-Wage Paradox: Unequal Returns to Education and the Gender Wage Gap in South Korea." *Manuscript available*.

**BOOK REVIEWS**

Oh, Eunsil. "Reaching for the Sky and Beyond: Middle-Class American Families and Their Everyday Overwork." *Contemporary Sociology: A Journal of Reviews* 51(5):349–52. 2022

Oh, Eunsil. "Book Review: *Women, Labor Segmentation and Regulation: Varieties of Gender Gaps* Edited by David Peetz and Georgina Murray." *Gender & Society* 33(2):331–33. 2018

**AWARDS AND HONORS**

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|---|---|
| 2026 | Winner of the 2026 Best Conference Paper Award, Work Family Research Network (WFRN) |
| 2024 | Winner of the 2024 ASA Family Section Article of the Year. American Sociological Association (ASA). |
| 2020 | Finalist for the 2020 Rosabeth Moss Kanter International Award for Excellence in Work and Family Research (one of five finalists chosen from the authors of over 2500 research articles published in 2019 in work and family research internationally). |
| 2017 | Winner of the Best Graduate Student Article Award, Association of Korean Sociologists in America, American Sociological Association. |
| 2016 | Winner of the Graduate Student Travel Award, RC28, International Sociological Association. |

**RESEARCH GRANTS**

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| 2024-2025 | UW-Madison Fall Competition (Internal Grant) "Childcare.com: How Privatization of Carework Shapes Maternal Employment." 01/2025-12/2025. Budget: $51,521. |
| 2022-2023 | UW-Madison Fall Competition (Internal Grant) "Educational Expansion and Women in Transforming South Korea." 08/2022-05/2023. Budget: $37,709. |
| 2021-2022 | UW-Madison Understanding and Reducing Inequalities Initiative Grant. "Understanding and Preventing the Reproduction of Gender and Racial Inequalities in the Big Data Era." (Co-PI: Kangwook Lee). 07/2021-05/2022. Budget: $97,981. |
| 2022 | AAS Northeast Asia Council (NEAC) Korean Studies Grants. "Why Poorly Educated Mothers Decide to Send their Daughters to College." |
| 2016-2018 | Dissertation Fellowship, Graduate School of Arts and Sciences, Harvard University. |
| 2016 | Graduate Research Grant, Weatherhead Center for International Affairs, |

2016 Research Grant, Korea Institute and Reischauer Institute, Harvard University.

2012-2018 NSF Research Fellowship. "Comparative Project on Gender and Low Fertility" NSF 2012 – 2018 (PI: Mary Brinton).

**INVITED TALKS**

2026 Ohio Population Consortium (January). "Contingency and Context of Goals for Having Children."

2025 University of Southern California, Gender and Politics in East Asia Conference (September). "Womanhood without Motherhood: New Family and Gender Norms in Contemporary Korea."

2024 Seoul National University, Sociology Colloquium (May). "The Affective Dimensions of Parenting and the Hidden Cost of Class."

2024 Harvard University, Symposium Honoring Mary Brinton (April). "Vanguards of New Gender and Family Norms: Evidence from South Korea."

2024 Work and Family Researchers Network, Virtual Conference Series (January). "Work-Family Perspectives on Low Fertility in East Asia."

2023 National University of Singapore, Sociology Department Colloquium Series (March). "Gender, Educational Expansion, and Polarization of Aspirations."

2022 University of Texas at Austin, Population Wellbeing Initiative Fertility Preference Conference (October). "Having Control: Fertility Decision and Reproductive Agency."

2021 Princeton University, East Asian Studies Program Lecture (March). "Declining Son Preference in South Korea."

2021 University of Arizona, Sociology Department Colloquium Series (February). "Structural and Cultural Foundations of Declining Son Preference: Evidence from South Korea."

2020 Indiana University Bloomington, Institute for Korean Studies Colloquium Series (November). "Structural and Cultural Foundations of Declining Son Preference: Evidence from South Korea."

2020 Harvard University, Korea Institute Roundtable Series (October). "Korean Families Yesterday and Today."

2020 University of Pennsylvania, Korean Studies Summer Virtual Colloquium Series (July). "Superwoman Schema: Overworking at Home and the Workplace."

2019 Indiana University Bloomington, Workshop on Long Work Hours in South Korea and Beyond (August). "Overwork and Gender Inequality in Labor Market and in Marriage Intentions."

2016 Stanford University, The 8th Annual Koret Conference on Globalization, Innovation, and Culture in Korea. "Changing Dynamics of Family and Women's Work in South Korea"

**CONFERENCES AND WORKSHOPS**

*Panels Organized as a Chair*

2026 American Sociological Association (August). "Reimagining Families: Singlehood, Childfree, and Chosen Families."

2026 Population Association of America (May). "Childfree, Childlessness, Nonparenthood, and Population Change."

*Discussant and Presider by Invitation*

2025 Population Association of America (April). "Gender Inequality in Employment Conditions"

2023 Population Association of America (May). "Gender, Sexuality, Work, and Family."

*Papers Presented*

2026 Work and Family Researchers Network Conference (June). "Low Fertility Politics, Policy and Demography: Evidence from Korea."

2026 Work and Family Researchers Network Preconference (June). "Orchestration Work: How Institutional Misalignment Intensifies Gendered Cognitive Labor in Urban Korea." (with Jimin Gim)

2025 American Sociological Association (August). "Beyond Investment: Uncovering the Protective Dimensions of Parenting and Unequal Childhoods in Urban Korea."

2024 International Conference on Sociology of Korea (University of Pennsylvania, October). "Education or Educational Returns? Gender Stratification in South Korea."

2021 Population Association of America (May). "Superwoman Schema: Overworking at Home and the Workplace."

2020 Population Association of America (April). "Policies, Fatherhood, and Fertility Intentions: A Comparative Study of South Korea, Spain, and the U.S."

2019 International Sociological Association, RC28 Meeting (August). "Intergenerational Educational Mobility, Motherhood, and Female Achievement: South Korea in Comparative Perspective."

2019 American Sociological Association (August). "How Do Men Talk about Taking Leave? Fatherhood and Parental Leave Policies in South Korea, Spain, and the U.S."

2019 Population Association of America (April). "Fatherhood and Parental Leave Policies."

2019 Eastern Sociological Society Meeting (March). "Too High to Keep Up: Parental Leave and Work Devotions."

2018 National Women's Studies Association (November). "Benefited, yet Trapped: Intensive Motherhood Ideology and Defining Female Achievement in Contemporary Korea."

2018 American Sociological Association (August). "The Making of Superwomen: Parental Leave and Women's Work in South Korea."

2018 Eastern Sociological Society Meeting (February). "The Power of Information: Maternal Education and Childrearing."

2018 Sociologists for Women in Society Winter Meeting (January). "From Passengers to Drivers: University Expansion, Social Mobility, and Redefining Female Achievement."

2017 American Sociological Association (August). "Defining Female Achievement in South Korea."

2017 American Sociological Association (August). "Babies, Work, or Both? The Interdependence of Women's Employment and Fertility in East Asia." (with Mary Brinton)

2017 Population Association of America (April). "Childcare Support and Women's Career Decisions: Evidence from South Korea."

2016 International Sociological Association, RC28 Meeting (May). "Getting Support: Women's Career Decisions in Urban Korea."

2016 Population Association of America (April). "Gender Equity and Fertility Intentions in 'Lowest-Low' Fertility Settings: The Case of South Korea." (with Mary Brinton)

2013 American Sociological Association Meeting (August). "How Women Understand Their Choices: Mechanisms of Women's Job Quitting and Job Maintaining Behavior"

**TEACHING**

*University of Wisconsin-Madison* 2019-

Graduate Level
Sociology 904/Gender & Women's Studies 904: Feminist Theory and Practice
Sociology 984/Gender & Women's Studies 720: Training Seminar in Gender Research
Soc 955: Qualitative Methods

Undergraduate Level
Soc 138: Sociology of Gender
Soc 334: Gender, Work, and Family in East Asia
Soc 336: Social Change in Contemporary Korea

*Harvard University* 2012-18

Undergraduate Level
Lecturer: Modern Family
Teaching Fellow: Social Movements
Teaching Fellow: Class and Culture

**MENTORING AND THESIS COMMITTEES**

*PhD Dissertations*

Sociology: Isabel Pike (2020), Lili (Lily) Liang (2020) Ariane Ophir (2021), Miriam Barcus (2021), Morgan Carey Matthews (2022), Nona Maria Gronert (2023), Ruo-Fan (Mikki) Liu (2023), Anita Li (2024), Soyun Park (2027 expected)
School of Human Ecology: Asude Aydagul (2026 expected)

*Master's Theses*

Sociology: Sarah Jensen (2020), Huimeng (Iris) Zhao (2022), Avery Elise Warner (2023), Lindsay Marie Cannon (2023), Wendy Kanghee Lee (2024), Jimin Gim (2026), Erika Teramoto (2026), Alyssa Chance Mugavero (2026)

*Bachelor's Theses*

Sofia Rodriguez (2022). "Bias in the Big Data Era."
Zitong Wang (2025). "Family Policy and (Non)Marriage."

*Sociology PhD Advisor*

Iris (Huimeng) Zhao; Elle (Zhilan) Fang

*Graduate and Undergraduate Research Assistants Supervised*

Jimin Gim. "Childcare.com: How Privatization of Carework Shapes Maternal Employment." (January to December 2025)
Elle (Zhilan) Fang. "Gender Stratification in the Informal Economy in America." (Summers 2024 and 2025)
Soyun Park. "Understanding and Preventing the Reproduction of Gender and Racial Inequalities in the Big Data Era." (AY 2021 to 2023)
Sofia Rodriguez. "Bias in the Big Data Era." (AY 2021 to 2022)
Jisoo Kim. "Manspacing." (Fall 2019)

## AFFILIATIONS

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|---|---|---|
| Center for Demography & Ecology, University of Wisconsin-Madison | Faculty Affiliate | 2023-present |
| Center for East Asian Studies, University of Wisconsin-Madison | Steering Committee | 2019-present |
| Center for East Asian Studies, University of Wisconsin-Madison | Faculty Affiliate | 2019-present |
| Department of Asian Languages and Cultures, University of Wisconsin-Madison | Faculty Affiliate | 2019-present |

## DEPARTMENTAL & UNIVERSITY SERVICE

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| BIPOC Committee (Sociology) | 2024-Present |
| Undergraduate Curriculum Committee (ALC) | 2025-Present |
| Diversity and Culture Committee (ALC) | 2021-2024 |
| Department Colloquium Committee (Sociology) | 2022-2023 |
| Outreach and Wisconsin Update Committee | 2020-2021 |
| Steering Committee for Center for East Asian Studies | 2019-2024 |
| Faculty Senate | 2019-2024 |

## PROFESSIONAL SERVICE AND ACTIVITIES

Editorial Board

*Gender & Society (2023 – present)*

Council Member

*ASA Family Section (2025 – present)*

Conference Organizer

American Sociological Association | Population Association of America

Professional Associations & Communities

American Sociological Association | Population Association of America | Sociologists for Women in Society | Work and Family Researchers Network | Eastern Sociological Society| Association for Asian American Studies | Association of Korean Sociologists in America

Reviewer

*American Sociological Review* | *American Journal of Sociology* | *Gender & Society* | *International Journal of Comparative Sociology* | *Journal of Marriage and Family* | *Social Forces* | *Social Problems* | *Journal of Comparative Family Studies* | *Sociological Perspective*

## OTHER RESEARCH EXPERIENCE

Research Intern, *National Opinion Research Center* at the University of Chicago, 2009.