

Hilary J. Holbrow

61 Kirkland Street, Harvard University, Cambridge, MA 02138
Tel: (607) 216-9870 Email: hjh55@cornell.edu

APPOINTMENTS

Postdoctoral Fellow

Weatherhead Center for International Affairs, Program on U.S.-Japan Relations
Harvard University, Cambridge, MA 2017-2018

EDUCATION

Cornell University, Ithaca, NY 2017
Ph.D., Sociology

Cornell University, Ithaca, NY 2014
M.A., Sociology

Boston University, Boston, MA 2005
B.A., East Asian Studies, Summa Cum Laude

Research Areas: Organizations, inequality, work and labor, migration, East Asian societies

Dissertation: *Slow Down or Slow Dawn? Organizational Practices, Culture, and Emerging Opportunities for Women and Minorities in a Shrinking Japan*

Committee: Victor Nee, Chair
Kim Weeden
Filiz Garip
Mary Brinton (Harvard)

PUBLICATIONS

REFEREED PUBLICATIONS

Holbrow, Hilary J. and Kikuko Nagayoshi. "Economic Integration of High-Skilled Migrants in Japan: The Role of Employment Practices." *International Migration Review*. DOI: 10.1111/imre.12295. 2016

Törnngren, Sayaka O. and **Hilary J. Holbrow**. "Comparing the Experiences of High-Skilled Labor Migrants in Sweden and Japan." *International Journal of Japanese Sociology* 26: 69-82. DOI: 10.1111/ijjs. 2016

Holbrow, Hilary J. "How Conformity to Labor Market Norms Increases Access to Job Search Assistance: A Case Study From Japan." *Work and Occupations* 42 (2): 135-173. 2015
◦ Lead article
◦ Winner, Robert B. McGinnis Paper Award

Nee, Victor and **Hilary J. Holbrow**. "Why Asian Americans are Becoming Mainstream." *Daedalus* 142 (3): 65-75. 2013

BOOK REVIEWS

- Holbrow, Hilary J.** "Too Few Women at the Top: The Persistence of Gender Inequality in Japan by Kumiko Nemoto." *Work and Occupations*. DOI: 10.1177/0730888417697210. 2017
- Holbrow, Hilary J.** "Global Talent: Skilled Labor as Social Capital in Korea by Gi-Wook Shin and Joon Nak Choi." *Work and Occupations* 43 (1): 112-114. 2016

WORK IN PROGRESS

- Holbrow, Hilary J.** "The Role of Ethnic Bias in Wage Inequality: A Field Experiment." *In preparation*.
◦ Winner, Robert B. McGinnis Paper Award.
- Holbrow, Hilary J.** "Capitals or Contexts? Foreign Workers' Economic Assimilation in Japan's Highly Selective Immigration Regime." *In preparation*.
- Holbrow, Hilary J.** "Gendered Job Tracking and Employees' Subjective Wellbeing." *In progress*.
- Holbrow, Hilary J.** "Evidence for Discrimination in Job Assignment and in Pay Determination at Elite Japanese Firms." *In progress*.

HONORS & AWARDS

MAJOR (EXTERNAL OR >\$10,000)

- Grants-in-Aid for Scientific Research** (\$37,000, Co-PI with Hiroshi Ono), Japan Society for the Promotion of Science 2016
- Research Grant** (\$10,000, Co-PI with Hiroshi Ono), BEST Alliance 2016
- Graduate Research Fellowship Extension** (\$12,500), Fulbright Commission 2015
- Graduate Research Fellowship** (\$50,000), Fulbright Commission 2014
- Dissertation Fellowship** (\$50,000) [declined], Japan Foundation 2014
- Robert J. Smith Fellowship in Japanese Studies** (\$11,735), Cornell University 2013
- Honorable Mention**, NSF Graduate Research Fellowship Program 2013
- Morse Woodbury Fellowship** (\$24,000), Cornell University 2011
- Blakemore Freeman Fellowship** (\$58,000), Blakemore Foundation 2008

MINOR (INTERNAL OR <\$10,000)

- Robert B. McGinnis Best Paper Award** (\$250), Cornell University 2017
- Center for Economy and Society Travel Grant** (\$500), Cornell University 2016
- Center for Economy and Society Dissertation Grant** (\$2,500), Cornell University 2014

Robert B. McGinnis Best Paper Award (\$250), Cornell University	2014
Center for the Study of Inequality Seed Grant (\$1,000), Cornell University	2013
East Asia Program Travel Grant (\$1,000), Cornell University	2013
Center for Economy and Society Seed Grant (\$1,500), Cornell University	2013
Einaudi Center International Travel Grant (\$1,400), Cornell University	2013
Foreign Language and Area Studies Fellowship in Mandarin (\$7,500), Cornell University	2012
Center for Economy and Society Seed Grant (\$1,500), Cornell University	2012
Ada Draper Award (\$3,500), Boston University	2005
Phi Beta Kappa , Boston University	2005
Bridging Scholarship (\$4,000), Association of Teachers of Japanese	2003

PRESENTATIONS

INVITED TALKS

“Equity and Ethnicity in Japanese Firms' Global Talent Management.”	
◦ Canon Institute for Global Studies, Tokyo, Japan. January.	2017
“Improving the Effectiveness of Global Talent Management.”	
◦ Canon Institute for Global Studies, Tokyo, Japan. November.	2015
“Closing Japan’s Global Talent Gap.”	
◦ Canon Institute for Global Studies, Tokyo, Japan. September.	2015
◦ Harvard Club of Japan and Cornell Club of Japan, Tokyo, Japan. June.	2015
“Economic Integration of High-Skilled Migrants in Japan.”	
◦ Tohoku University, Sendai, Japan. February.	2015
“Informal Job Finding in the Japanese Labor Market.”	
◦ Sophia University, Tokyo, Japan. June.	2013

CONFERENCE TALKS

“When Do Firms Discriminate?”	
◦ American Sociological Association Annual Meeting, Montreal, Canada. August.	2017
“Capitals or Contexts?”	
◦ American Sociological Association Annual Meeting, Montreal, Canada. August.	2017
“Are Women Satisfied With Less? Explaining the Gender Pay Gap at Japanese Firms.”	
◦ American Sociological Association Annual Meeting, Seattle, WA. August.	2016
◦ Medici Summer School in Management Studies, Paris, France. June.	2016
“Economic Integration of High-Skilled Migrants in Japan.”	
◦ Eastern Sociological Society Annual Meeting, Boston, MA. March.	2016

- American Sociological Association Annual Meeting, Chicago, IL. August. 2015
- Waseda University New Immigrants in Japan Workshop, Tokyo, Japan. February. 2015

“The Price of Deviance, the Wages of Conformity.”

- American Sociological Association Annual Meeting, New York, NY. August. 2013
- Cornell Sociology Mini-Conference, Ithaca, NY. March. 2013

RESEARCH EXPERIENCE

Research Assistant, Program on U.S.-Japan Relations, **Harvard University** (Full-time) 2009-2011

Research Assistant, Reischauer Institute for Japanese Studies, **Harvard University** (Part-time) 2004-2005

TEACHING EXPERIENCE

Instructor, Schooling and Society, **Cornell University** (Spring) 2016

Teaching Assistant, Introduction to Sociology, **Cornell University** (3 semesters) 2012-2013

SERVICE

Co-chair, Sociology Graduate Student Association, Cornell University 2013-2014

Organizer, Sociology Mini-Conference, Cornell University 2012-2013

Co-chair, Brownbag Subcommittee, East Asia Program GSSC, Cornell University 2012-2013

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Journal of Ethnic and Racial Studies*, *International Journal of Japanese Sociology*, *Social Currents*

PROFESSIONAL MEMBERSHIPS

American Sociological Association

Section Memberships: Inequality, Poverty, and Mobility; Economic Sociology; Organizations, Occupations, and Work; International Migration; Asia and Asian America.

Academy of Management

Divisions/Interest Groups: Organizational Behavior; Gender & Diversity in Organizations; Human Resources; International Management.

LANGUAGES

Fluent Japanese (above JLPT Level 1), Advanced German, Intermediate Mandarin Chinese

REFERENCES

Victor Nee

Frank and Rosa Rhodes Professor
Department of Sociology, Cornell University
330 Uris Hall
Ithaca, NY 14853-7601
Tel: (607) 255-1415
Email: vgn1@cornell.edu

Mary Brinton

Reischauer Institute Professor of Sociology
Department of Sociology, Harvard University
580 William James Hall
33 Kirkland Street
Cambridge, MA 02138
Tel: (617) 495-5821
Email: brinton@wjh.harvard.edu

Kim Weeden

Jan Rock Zubrow '77 Professor of the Social Sciences
Department of Sociology, Cornell University
358 Uris Hall
Ithaca, NY 14853-7601
Tel: (607) 254-4904
Email: kw74@cornell.edu

Hiroshi Ono

Professor
Graduate School of International Corporate Strategy
Hitotsubashi University
2-1-2 Hitotsubashi, Chiyoda-ku
Tokyo 101-8439, Japan
Tel: +81 (0)3 4212 3098
Email: hono@ics.hit-u.ac.jp