

JooHee Han

Post-Doctoral Research Associate
University of Illinois Urbana-Champaign
School of Labor & Employment Relations
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Education

- 2018 Ph.D., Sociology, University of Massachusetts Amherst
Dissertation: "The Military and Incarceration: Hidden Mechanisms of Racial Inequality in the U.S. Labor Market, 1980-2010"
Co-chairs: Jennifer H. Lundquist and Sanjiv Gupta
Committee: Donald Tomaskovic-Devey and Fidan A. Kurtulus (Economics)
- 2007 M.A., Sociology, Yonsei University (Korea)
Thesis: "Social Career Trajectory of Highly Skilled Migrants: Professionals in the Korean Finance Industry."
- 2002 B.A., Sociology, Yonsei University (Korea)

Research and Teaching Interests

Labor Market Inequality	Life Course; Cumulative (Dis)Advantage
Social Stratification and Mobility	Work and Occupations
International Migration	Organizations
Crime and Mass Incarceration	Research Methods
The Military	Statistics

Awards and Grants

Washington Center for Equitable Growth Dissertation Grant (\$15,000) in 2015
SAGE Teaching Innovation & Professional Development Award (\$600) in 2016
Lee Student Support (SSSP: Society for Studies of Social Problems) (\$255) in 2016
Graduate School Summer Dissertation Fellowship, UMass Amherst (\$4,000) in 2016
Annual Meeting of the Eastern Sociological Society Travel Grant (\$300) in 2016
Grant Writing and Article Preparation Fellowship, UMass Amherst Sociology (\$1,300) in 2015
Annual Meeting of the Eastern Sociological Society Travel Grant (\$300) in 2015
Best Quantitative Comprehensive Exam Paper, UMass Amherst Sociology in 2014
Summer Fellowship for Dissertation Support, UMass Amherst Sociology (\$4,000) in 2014
Summer Fellowship for Comprehensive Exam, UMass Amherst Sociology (\$2,000) in 2011

Publications

Han, JooHee. 2018. "Who Goes to College, Military, Prison, or Long-Term Unemployment? Racialized School-to-Labor Market Transitions Among American Men." *Population*

Research and Policy Review (On-line first-Peer Reviewed).

Han, JooHee. 2017. "African-Americans in the U.S. Military" in *Inclusion in the American Military: A Force for Diversity*, edited by David E. Rohall, Morten G. Ender, and Michael D. Matthews. Lanham, MD: Lexington Books. (Invited book chapter)

Choi, Seong-soo and **JooHee Han.** 2006. "State and Immigration Policy: A Study on Immigration Laws of U.S." *Journal of American Studies* 38(2): 203-233. (In Korean-Peer Reviewed)

Han, JooHee. 2006. "Experiences as Transnational Identity Formation Processes: Denizens' Migration Experiences and Transnational Identity Formation." *Yonsei Journal.* 43: 102-121. (In Korean-Peer Reviewed)

Under Review/R&R

"Does Skin Tone Matter? Immigrant Mobility in the U.S. Labor Market"

"Where Do Prisoners Come From?: Military to prison channeling of black male youths 1980-2010"

"Gender Pay Gap" with Michelle Budig in *Oxford Bibliographies in Sociology.* Oxford University Press.

In Progress

"Race/Gender Representation Disparities and Segregation in IT Firms" with Donald Tomaskovic-Devey.

"Labor Market Trajectories of Ex-inmates and Veterans."

"Workplace Gender Segregation" with Michelle Budig in *Gender and Work in the 21st Century* (tentative title). University of California Press. (Review Paper/Book Chapter)

"Labor Unions as an Institution for College Graduates: Increasing Return to Union Membership for College Graduates, 1980-2010" with Seong-Soo Choi.

Teaching Experience

Graduate Instructor, University of Massachusetts Amherst

Mass Incarceration and Race (2017 Spring)

- *Best Graduate Instructor Award*

Work and Society (2015 Spring)

Social Class and Inequality (2014 Fall and 2013 Spring)

Elementary Statistics (2013 Summer, on-line)

Data Collection and Analysis (2012 Summer, on-line)

Corporate Crime (2010 Summer, on-line)

Graduate Teaching Assistant, University of Massachusetts Amherst

Criminology

Social Problems

Data Collection & Analysis

Social Class & Inequality

Race, Gender, Class.

Self, Society, and Inter-relationship

SAGE Teaching Innovation & Professional Development Workshop at ASA. 2016 Summer.

Completed Teaching Sociology Seminar, taught by Dr. Jennifer H. Lundquist. 2012 Fall.

Invited Panel, University of Massachusetts Amherst

Teaching Assistant Orientation, International TA session. 2014 Fall.

1st Year Sociology Graduate Students Pro-seminar on TA Experiences. 2014 Spring.

Policy Papers (Select)

2018. "Is Silicon Valley Tech Diversity Possible Now?" Center for Employment Equity, University of Massachusetts Amherst. With Donald Tomaskovic-Devey. 2018.

<https://www.centerforemploymentequity.org/reports-1/>

2016. "Private Sector Industry Disparities: A Report on Evidence of Systemic Disparities for Women, African Americans, Hispanics, Asians and Native Americans." Prepared for *the U.S. Equal Employment Opportunity Commission*, with Donald Tomaskovic-Devey, Karen Brummond and Skylar Davidson. <https://www.umass.edu/eeodatanet/industry-ranking>

2016. "Private Sector Large Firm Disparities: A Report on Evidence of Systemic Disparities for Women, African Americans and Hispanics." Prepared for *the U.S. Equal Employment Opportunity Commission*, with Donald Tomaskovic-Devey, Karen Brummond and Skylar Davidson. 2016.

2016. "Uber Drivers, Employees or Independent Contractors?" *International Labor Brief* 14(4). Korean Labor Institute. April (In Korean).

2015. "Conflicts with Marijuana Legalization and Growing Employer Drug Testing." *International Labor Brief* 13(2). Korean Labor Institute. February (In Korean).

2014. "Gender Inequality in the U.S. STEM Occupations" *International Labor Brief* 12(12). Korean Labor Institute. December (In Korean).

2014. "Introduction of Paid Maternal Leave at State Level and Its Effects in the U.S." *International Labor Brief* 12(10). Korean Labor Institute. October (In Korean).

2013. "Economic Crisis and Long-term Unemployment in the U.S." *International Labor Brief* 11(3). Korean Labor Institute. March (In Korean).

Conference Presentations

2016. “Where Do Prisoners Come From?: Military to prison channeling of black male youths 1980-2010.” Annual Meeting of the **Eastern Sociological Society**, Boston. MA. Graduate Student Travel Award Received; Annual Meeting of the **Population Association of America**, Washington, D.C.; Annual Meeting of the **American Sociological Association** and the **Society for the Study of Social Problems**, Seattle. WA
2015. “Don’t African American Young Men Join the Military Any More?: Effects of Simultaneous Shift of Military Downsizing and Mass Incarceration.” Annual Meeting of the **Society for the Study of Social Problems**, Chicago. IL; Summer Conference of the **ISA Research Committee 28**, University of Pennsylvania; Annual Meeting of the **American Society of Criminology**, Washington, DC.
2015. (Invited) “The Simultaneous Shift of Military Downsizing and Mass Incarceration: Hidden Mechanisms of Racial Inequality in the U.S. Labor Market, 1980-2010.” Invited to the **Social Science Research Beyond the Academy**, PhD student research showcase. University of Massachusetts Amherst.
2015. “Does Skin Color Still Matter in Immigrants’ Labor Market Adjustment?: Occupational Trajectories of U.S. Legal Immigrants.” Annual Meeting of the **Eastern Sociological Society**, New York. NY. Graduate Student Travel Award Received.
2015. “The Simultaneous Shift of Military Downsizing and Mass Incarceration: Hidden Mechanisms of Racial Inequality in the U.S. Labor Market, 1980-2010.” Annual Meeting of the **Eastern Sociological Society**, New York. NY.
2014. “Who Goes to College, Army, Jail, or Nowhere?: Racial differences in the risk of experiencing competing labor market institutions.” Annual Meeting of the **American Sociological Association**, San Francisco. CA.

Research Assistant

- 2015-present “Race/Gender Workplace Disparities: Systemic Bias in the Private Sector”
PI: Donald Tomaskovic-Devey, National Science Foundation and Kellogg Foundation funded project.
- 2015-present University of California Press Book on Gender and Work by Michelle Budig.
- 2013 Fall “A Tale of Two Institutions: The U.S. Military and Penal System as Employment and Welfare Surrogates” PIs: Jennifer H. Lundquist and Sanjiv Gupta.

Employment

- 2018 Fall Post-doctoral Research Fellow. School of Labor and Employment Relations, University of Illinois Urbana-Champaign.
- 2013-2016 Correspondent Writer for the Korean Labor Institute
- 2015 Summer PI for Student Activism Analysis Project, The office of the Vice Chancellor for

Student Affairs & Campus Life. University of Massachusetts Amherst.
 2014 Summer Data Collection Coordinator, College of Social and Behavioral Science, University of Massachusetts Amherst.
 2014 Spring Statistical Analyst, Worked for the Director of Assessment at the office of the Vice Chancellor for Student Affairs & Campus Life. University of Massachusetts Amherst.
 2007-2009 Researcher, Kim Dae-Jung Presidential Library and Museum at Yonsei University. Seoul, Korea.
 2002-2004 LG Credit Card, Ltd. Seoul, Korea.

Professional Service

2015-present Co-organizer, Sociology Department Labor Market Inequality Working Group
 2014-2015 Sociology Department Faculty Recruitment Committee Graduate Student Member
 2013-2014 Co-chair of Sociology Department Graduate Student Association
 2014-Present TA/Graduate Instructor Allocation Algorithm Coordinator for Sociology Dept.
 2014 Presider. Round Table. Race/Gender/Class section. Annual Meeting of American Sociological Association.
 2010-2011 Department Representative for UMass Graduate Student Senators

Professional Membership

American Sociological Association	Population Association of America
American Society of Criminology	Society for Studies of Social Problems
Eastern Sociological Society	

Statistical Programs

STATA, SPSS, R

References

Jennifer H. Lundquist (Co-chair)
 Associate Dean of College of Social & Behavioral Sciences
 Professor of Sociology
 University of Massachusetts Amherst
 (413) 545-5977
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