

Hilary J. Holbrow

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ACADEMIC POSITIONS

- 2021- Assistant Professor of Japanese Politics and Society, Department of East Asian Languages and Cultures, Indiana University
- 2021- Faculty Affiliate, Department of Sociology, Indiana University
- 2018 – 2020 Lecturer and Associate Director of Undergraduate Studies, Department of Sociology, Harvard University, Cambridge, MA
- 2017 – 2018 Postdoctoral Fellow, Weatherhead Center for International Affairs, Harvard University, Cambridge, MA
- 2014 - International Research Fellow, Canon Institute for Global Studies (Tokyo)

EDUCATION

- Ph.D. Sociology, Cornell University, 2017
M.A. Sociology, Cornell University, 2014
B.A. East Asian Studies, Boston University, 2005

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

- 2020 **Holbrow, Hilary J.** “Detangling Capital from Context: A Critical Investigation of Human Capital Explanations for Immigrant Wage Inequality.” *Journal of Ethnic and Migration Studies* 46 (19): 4043-4065.
- 2018 **Holbrow, Hilary J.** and Kikuko Nagayoshi. “Economic Integration of High-Skilled Migrants in Japan: The Role of Employment Practices.” *International Migration Review* 52(2): 458–486.

- 2017 Törngren, 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.
- 2015 **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.
 ◦ Winner, Robert B. McGinnis Paper Award
 ◦ Lead article
- 2013 Nee, Victor and **Hilary J. Holbrow**. "Why Asian Americans are Becoming Mainstream." *Daedalus* 142 (3): 65–75.

BOOK REVIEWS

- 2017 **Holbrow, Hilary J.** "Too Few Women at the Top: The Persistence of Gender Inequality in Japan by Kumiko Nemoto." *Work and Occupations* 44 (3): 334–336.
- 2016 **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.

WORK IN PROGRESS

ARTICLES AND CHAPTERS

- Holbrow, Hilary J. "'Training'" Foreign Workers, Cultivating Ethnoracial Bias." Under review.
- Holbrow, Hilary J. "When All Assistants Are Women, Are All Women Assistants?" Under review.
- Holbrow, Hilary J. "Mechanisms Linking Women's Managerial Representation to Gender (In)Equality: A Survey Experimental Investigation in Four Large Japanese Firms." Working paper.
- Holbrow, Hilary J. and Hiroshi Ono. "Ideal Workers: A Latent Class Analysis." Data analysis.

BOOK MANUSCRIPT

- Holbrow, Hilary J. *Fading at Dusk? Group Boundaries and Inequality in a New Era of Demographic Decline*.

HONORS & AWARDS (SELECTED)

- 2022 Fellowships for Advanced Social Science Research on Japan (\$35,000), National Endowment for the Humanities
- 2021 BEST Alliance Research Award (\$8,000), Hitsuhashi ICS, Guanghua School of Management at Peking University, and Graduate School of Business at Seoul National University
- 2019 Cohort V Fellow, U.S.-Japan Network for the Future, Mansfield Foundation
- 2018 Harvard College Postdoctoral Fellowship (\$54,900) [declined], Harvard University
- 2016 Grants-in-Aid for Scientific Research (\$37,000, Co-PI with Hiroshi Ono), Japan Society for the Promotion of Science
- Research Grant (\$10,000, Co-PI with Hiroshi Ono), BEST Alliance
- 2015 Graduate Research Fellowship Extension (\$12,500), Fulbright Commission
- 2014 Graduate Research Fellowship (\$50,000), Fulbright Commission
- Dissertation Fellowship (\$50,000) [declined], Japan Foundation
- 2013 Robert J. Smith Fellowship in Japanese Studies (\$11,735), Cornell University
- Honorable Mention, NSF Graduate Research Fellowship Program
- 2011 Morse Woodbury Fellowship (\$24,000), Cornell University
- 2008 Blakemore Freeman Fellowship (\$58,000), Blakemore Foundation

PRESENTATIONS (SELECTED, INCLUDING SCHEDULED)

Invited talk, "The High Costs of Low Status," Waseda University, Tokyo, April 2022.

Roundtable presentation, "(In)Dispensable: Citizenship and Marginality in Japan," Association of Asian Studies Annual Meeting, Hawaii, March 2022.

Invited talk, "Changing Gender Roles in Japan," Asian Studies Department and Department of Gender, Sexuality, and Women's Studies, Temple University, February 2022.

Panel Presentation, "Gender Inequality in the COVID-19 Pandemic," National Conference on U.S.-Japan Relations, Japanese Politics and Society Initiative, Indiana University, February 2022.

Invited talk, "The High Costs of Low Status," Workshop in Sociology, Indiana University, February 2022.

Invited talk, "Gender Roles in Japan," Yokosuka Council on Asia-Pacific Studies, Yokosuka, Japan, January 2022.

Panel Presentation, "Indigeneity, Diversity, and Erasure in Japan," East Asian Studies Center, Indiana University, December 2021.

Invited talk, "Gender at Work and in the Household," Mansfield Foundation, Washington, DC, December 2021.

Invited talk, "TITP and the Future of Immigration to Japan," Ludwig-Maximilians Universitat, Munich, October 2021.

Invited talk, "Temporary Migration and the Making of Ethnic Inequality," Global Cities Initiative, Indiana University, October 2021.

Workshop Presentation, "When All Assistants are Women, Are All Women Assistants?" Russell Sage Foundation, September 2021.

Workshop presentation, "Mechanisms Linking Women's Managerial Representation to Gender (In)Equality," Japanese Politics and Society Initiative, Indiana University, September 2021.

Panel presentation, "Temporary Migration in Japan," American Sociological Association Annual Meeting, August 2021.

Invited talk, "'Training' Foreign Workers, Cultivating Ethnoracial Bias?" University of Tokyo, May 2021.

Panel presentation, "The Counterproductive Effects of Restrictive Migration Policies," Mansfield Foundation, March 2021.

Invited talk, "'Training' Foreign Workers, Cultivating Ethnoracial Bias?" CUNY Japan Studies Series, February 2021.

Invited talk, "'Training' Foreign Workers, Cultivating Ethnoracial Bias?" Japan Politics and Society Initiative, Indiana University, January 2021.

Panel Presentation, "When All Assistants are Women, Are All Women Assistants?" American Sociological Association Annual Meeting, August 2020.

Invited talk, "Gender and Ethnoracial Hierarchies in a Shrinking Japan." Department of East Asian Languages and Cultures, Indiana University, November 2019.

Invited talk, "Ethnoracial Hierarchies in a Shrinking Japan." Department of Cross-Cultural and Regional Studies, University of Copenhagen, August 2019.

Invited talk, "Inequality and Population Decline." Global Japan Forum, Terasaki Center for Japanese Studies, UCLA, May 2019.

Workshop presentation, "Changing Ethnic Stratification in an Era of Demographic Decline." Weatherhead Research Cluster on Comparative Inequality and Inclusion, Harvard University, November 2018.

Seminar presentation, "Bringing Outsiders In: Women and Foreign Workers in Japanese Firms." Program on U.S.-Japan Relations, Harvard University, September 2018.

Panel presentation, "A Dull Knife Still Cuts Deeply: Mild Biases and Wage Inequality." American Sociological Association Annual Meeting, August 2018.

Invited talk, "Bringing Outsiders In: Women and Foreign Workers in Japanese Firms." Hitotsubashi School of International Corporate Strategy, Tokyo, June 2018.

Invited talk, "Understanding and Removing Barriers to Workplace Diversity." Facebook, Menlo Park, June 2018.

Panel presentation, "Gender, Ethnicity and the Organizational Construction of Status." Program on U.S.-Japan Relations, Harvard University, April 2018.

Guest lecture, "Foreign Workers and Inequality in Japan." Inequality and Social Change in Japan (instructor: Mary Brinton), Harvard University, March 2018.

Panel presentation, "A Dull Knife Still Cuts Deeply: Mild Biases and Wage Inequality." Eastern Sociological Society Annual Meeting, March 2018.

Paper presentation, "Ethnic Bias and Wage Inequality." Weatherhead Forum, Harvard University, November 2017.

Panel presentation, "When Do Firms Discriminate?" American Sociological Association Annual Meeting, August 2017.

Paper Presentation, "Capitals or Contexts?" American Sociological Association Annual Meeting, August 2017.

Invited talk, "Equity and Ethnicity in Japanese Firms' Global Talent Management." Canon Institute for Global Studies, Tokyo, January 2017.

Paper presentation, "Are Women Satisfied With Less? Explaining the Gender Pay Gap at Japanese Firms." American Sociological Association Annual Meeting, August 2016.

Paper presentation, "Economic Integration of High-Skilled Migrants in Japan." Eastern Sociological Society Annual Meeting, March 2016.

Keynote speech, "Improving the Effectiveness of Global Talent Management." Conference on Global Talent Management at Japanese Firms: Overview and Recommendations, Canon Institute for Global Studies, Tokyo, November 2015.

SERVICE

COMMITTEES

2021 – present	Salary Committee, East Asian Languages and Cultures Department, Indiana University
2021 – present	Undergraduate Assessments Committee, East Asian Languages and Cultures Department, Indiana University
2021 – present	Japan Politics and Society Initiative Steering Committee, Indiana University
2021	Search Committee, Postdoctoral Fellowship in Korean Social Sciences, Indiana University
2018 – 2020	Curriculum Committee, Department of Sociology, Harvard University
2018 – 2020	Committee on Undergraduate Degrees, Department of Sociology, Harvard University
2013 – 2014	Co-Chair, Sociology Graduate Student Association, Cornell University

REVIEWER

American Journal of Sociology
American Sociological Review
European Sociological Review
International Journal of Comparative Sociology
International Journal of Japanese Sociology
Journal of Ethnic and Racial Studies
RAND Corporation
Social Currents
Social Forces

TEACHING

INSTRUCTOR

“Work and Economy in East Asia”

- Department of East Asian Languages and Cultures, Indiana University, Fall 2021.

“Gender, Sex, and Sexuality in Japan”

- Department of East Asian Languages and Cultures, Indiana University, Fall 2021.

“Japanese Politics and Society”

- Department of East Asian Languages and Cultures, Indiana University, Spring 2021.

“Inequality and Society in Contemporary Japan.”

- Department of Sociology, Harvard University, Spring 2019 and Spring 2020.

“Research Lab: Ethnicity and Immigration.”

- Department of Sociology, Harvard University, Spring 2019.

“Schooling and Society.”

- Department of Sociology, Cornell University, Spring 2016.

ADVISING AND MENTORSHIP

Lora O’Toole, International Studies Capstone Project, Indiana University (2021)

David Song, Regional Studies East Asia M.A. Thesis, Harvard University (2020)

Anthony Volk, Department of Government A.B. Thesis, Harvard University (2017)

LANGUAGES

Fluent Japanese (above JLPT Level 1)

Intermediate Mandarin Chinese

Advanced German