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 AND CHAPTERS**

2024 **Holbrow, Hilary J.** “‘Training’ Foreign Workers, Cultivating Ethnoracial Bias” in *The Past and Future of Immigration to Japan*, ed. Michael Strausz. University Hawaii Press.

2022 **Holbrow, Hilary J.** “When All Assistants Are Women, Are All Women Assistants? Gender Inequality and the Gender Composition of Support Roles.” *RSF: The Russell Sage Foundation Journal of the Social Sciences* 8 (7): 28-49.

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.

**OTHER PUBLICATIONS**

2023 **Holbrow, Hilary J.** “Japan's Successes in Boosting Birthrates Should not be Overlooked.” *Nikkei Asia*. February 6, 2023. <https://asia.nikkei.com/Opinion/Japan-s-successes-in-boosting-birthrates-should-not-be-overlooked>

2022 **Holbrow, Hilary J.** “Japan's Women Will Not Reach Workplace Equality by Starting at the Top.” *Nikkei Asia*. December 26, 2022. <https://asia.nikkei.com/Opinion/Japan-s-women-will-not-reach-workplace-equality-by-starting-at-the-top>

# WORK IN PROGRESS

**ARTICLES** **AND CHAPTERS**

Holbrow, Hilary J. “Tainted Leave: A Survey Experimental Investigation of the Flexibility Stigma in Four Large Japanese Firms.” In preparation.

Holbrow, Hilary J. “The Long Shadow of the Secretary.” In preparation.

Holbrow, Hilary J. and Hao Liang. “Rethinking the Ethnocentric Firm.” In preparation.

**BOOK MANUSCRIPT**

Holbrow, Hilary J. *Still a Salaryman’s World? Shifting Gender and Immigrant Hierarchies in Japan’s New Era of Population Decline*. Under review.

# HONORS & AWARDS (SELECTED)

2023 Participant, “Bridging the Divide” Program, Mansfield Foundation

2022 Grants-in-Aid for Scientific Research (Co-PI with Hiroshi Ono), Japan Society for the Promotion of Science

Japan Politics and Society Initiative Travel Grant, Indiana University

Fellowships for Advanced Social Science Research on Japan, National Endowment for the Humanities

2021 BEST Alliance Research Award, Hitsubashi 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, Harvard University [declined]

2016 Grants-in-Aid for Scientific Research (Co-PI with Hiroshi Ono), Japan Society for the Promotion of Science

Research Grant (Co-PI with Hiroshi Ono), BEST Alliance

2015 Graduate Research Fellowship Extension, Fulbright Commission

2014 Graduate Research Fellowship, Fulbright Commission

Dissertation Fellowship [declined], Japan Foundation

2013 Robert J. Smith Fellowship in Japanese Studies, Cornell University

Honorable Mention, NSF Graduate Research Fellowship Program

2011 Morse Woodbury Fellowship, Cornell University

2008 Blakemore Freeman Fellowship, Blakemore Foundation

2005 Ada Draper Award, Boston University

Phi Beta Kappa, Boston University

# PRESENTATIONS (SELECTED, INCLUDING SCHEDULED)

2024 Roundtable presentation, “Japan vs. the World: Cultural Essentialism in Japan Migration Research,” Association of Asian Studies Annual Meeting, Seattle, March.

Invited talk, “The Future is Not Female,” Center for East Asian Studies, University of Pennsylvania, February.

2023 Invited talk, "Towards a Gender Equal Japan,” Canon Institute for Global Studies, Tokyo,

November.

Invited talk, “Rethinking the Ethnocentric Firm,” University of Tokyo, Japan, November.

Invited talk, “Rethinking the Ethnocentric Firm,” Waseda University, Tokyo, Japan, November.

Invited talk, “Tainted Leave: Flexibility Stigma and Gender Inequality in Japan,” Program on U.S.-Japan Relations, Harvard University, October.

Invited talk, “Japanese Business Culture,” Mansfield Foundation, Washington, DC, October.

Invited talk, “Getting Started in Japanese Studies,” Hamilton Lugar School Living and Learning Center, Indiana University, September.

Invited talk, “Gender Roles and Gender Equality in Japan,” Hamilton Lugar School Summer Institute, Indiana University, June.

Invited talk, “The Long Shadow of the Secretary,” UTokyo Center for Contemporary Japanese Studies Seminar Series, University of Tokyo, May.

Roundtable presentation, “Drinking in the Time of COVID: Connection, Disconnection, and Nomikai in Pandemic Era Japan,” Association of Asian Studies Annual Meeting, Boston, March.

Panel presentation, “Tainted Leave: Survey Experimental Evidence on the Flexibility Stigma in Japanese Firms,” Conference on Aging in Asia, Center for Japanese Studies, University of Michigan, March.

Workshop presentation, “Tainted Leave: Survey Experimental Evidence on the Flexibility Stigma in Japanese Firms,” Japan Politics and Society Initiative, Indiana University, February.

Invited talk, “(In)visible Inequalities: Gender and Immigrant Background in Elite Japanese Firms,” Japan Politics and Society Initiative, January.

2022 Invited talk, “(In)visible Inequalities: Gender and Immigrant Background in Elite Japanese Firms,” Tohoku University, Sendai, Japan, October.

Invited talk, “Tainted Leave: Survey Experimental Evidence on the Flexibility Stigma in Japanese Firms,” Cornell University School of Industrial and Labor Relations, Ithaca, NY, October.

Panel presentation, “Trickle-down Equality and Its Discontents,” Brookings Institution, Washington, DC, September.

Invited talk, “The Long Shadow of the Secretary,” Waseda University, Tokyo, April.

Invited talk, “Changing Employment Norms and Women in Japanese Workplaces,” Japan Forum for Innovation and Technology, UC San Diego, April.

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

Invited talk, “Japan's Gender Gap: Research and Insights on Cultural and Societal Drivers,” U.S. Embassy, Tokyo, Japan, March.

Invited talk, “Gender Roles in Japan,” Asian Studies Department and Department of Gender, Sexuality, and Women’s Studies, Temple University, February.

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

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

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

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

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

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

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

Workshop Presentation, “When All Assistants are Women, Are All Women Assistants?” Russell Sage Foundation, September.

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

Panel presentation, “Temporary Migration in Japan,” American Sociological Association Annual Meeting, August.

Invited talk, “’Training’ Foreign Workers, Cultivating Ethnoracial Bias?” University of Tokyo, May.

Panel presentation, “The Counterproductive Effects of Restrictive Migration Policies,” Mansfield Foundation, March.

Invited talk, “’Training’ Foreign Workers, Cultivating Ethnoracial Bias?” CUNY Japan Studies Series, February.

Invited talk, “’Training’ Foreign Workers, Cultivating Ethnoracial Bias?” Japan Politics and Society Initiative, Indiana University, January.

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

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

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

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

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

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

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

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

Invited talk, “Understanding and Removing Barriers to Workplace Diversity.” Facebook, Menlo Park, June.

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

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

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

Panel presentation, “When Do Firms Discriminate?” American Sociological Association Annual Meeting, August.

Panel Presentation, “Capitals or Contexts?” American Sociological Association Annual Meeting, August.

Invited talk, “Equity and Ethnicity in Japanese Firms’ Global Talent Management.” Canon Institute for Global Studies, Tokyo, January.

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

Panel presentation, “Economic Integration of High-Skilled Migrants in Japan.” Eastern Sociological Society Annual Meeting, March.

2015 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.

# SERVICE

**DEPARTMENT AND UNIVERSITY COMMITTEES**

2023 Search Committee, Assistant Professor of Contemporary Korea, East Asian Languages and Cultures Department, Indiana University

2021 – 2023 Salary Committee, East Asian Languages and Cultures Department, Indiana University

2023 Graduate Student Selection Committee, East Asian Languages and Cultures Department, Indiana University

2021 – 2023 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

**JOURNAL REVIEWER**

*American Journal of Sociology*

*American Sociological Review*

*East Asia Forum*

*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*

*Social Science Japan Journal*

**OTHER SERVICE**

2023 Panel organizer and chair, “Challenging Gender Norms and Gender Inequality in Contemporary Japan,” Association for Asian Studies Annual Meeting.

2023 Panel organizer and discussant, “Japanese Companies Confront Twenty-First Century Social Issues,” Association for Asian Studies Annual Meeting.

Co-organizer and discussant, “Building and an Inclusive Society” Workshop, Japan Politics and Society Initiative, Indiana University.

2022 External reviewer, Postdoctoral Fellowship on US-Japan Relations, Harvard University.

Co-organizer, “Demographic Challenges in Contemporary Japan” Workshop, Japan Politics and Society Initiative, Indiana University

2021 Co-organizer and discussant, “Gender, Ethnicity, and Immigration” Workshop, Japan Politics and Society Initiative, Indiana University.

**MEDIA MENTIONS**

2023 “Japan Makes Renewed Push to Internationalize Higher Education,” *Japan Times*, March 29.

# TEACHING

**INSTRUCTOR**

“Migration in East Asia”

◦ Department of East Asian Languages and Cultures, Indiana University, Spring 2023.

“Work and Economy in East Asia”

◦ Department of East Asian Languages and Cultures, Indiana University, Fall 2021, Fall 2022.

“Gender, Sex, and Sexuality in Japan”

◦ Department of East Asian Languages and Cultures, Indiana University, Fall 2021, Fall 2022.

“Japanese Politics and Society”

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

2023.

“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**

Akira Kanaya, EALC M.A. thesis reader, Indiana University (2022-23)

Abby Hager, International Studies capstone project mentor, Indiana University (2022)

Adam Noffsinger, EALC M.A. thesis advisor, Indiana University (2022-24)

Shelly Enriquez, EALC M.A. thesis advisor, Indiana University (2022-24)

Chaewon Lee, EALC M.A. thesis reader, Indiana University (2022-23)

Sarah Mick, International Studies capstone project mentor, Indiana University (2022)

Lily Klem, research assistant supervisor, Indiana University (2022)

Sarah Mick, research assistant supervisor, Indiana University (2022)

Chaewon Lee, research assistant supervisor, Indiana University (2022)

Amy Martin, research assistant supervisor, Indiana University (2022)

Adam Noffsinger, research assistant supervisor, Indiana University (2022)

Lora O’Toole, International Studies capstone project mentor, Indiana University (2021)

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

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

# LANGUAGES

Fluent Japanese (above JLPT Level 1)

Intermediate Mandarin Chinese

Advanced German