

SO YUN PARK

2452 Sewell Social Sciences, Madison, Wisconsin, US (Postal Code: 53706)
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EDUCATION

- 2019- University of Wisconsin-Madison
Ph.D. Candidate in Sociology
Prelims: Organization & Occupational Analysis, Economic Sociology (with distinction)
Dissertation title: Navigating Family Leave Usage in the Workplace
Dissertation committee: Robert Freeland (chair), Max Besbris, Eunsil Oh, and Alejandra Ros Pilarz
- 2018 Korea University
M.A. in Sociology
- 2013 B.A. in International Studies & Business Administration
- 2009-2010 University of London: School of Oriental and African Studies
Exchange Student

RESEARCH INTERESTS

Organizations; Gender, Work and Family; AI and the Future of Work; Quantitative Methods

PUBLICATIONS

- 2025 **Park, So Yun** and Eunsil Oh. "Getting a Foot in the Door: A Meta-Analysis of U.S. Audit Studies of Gender Bias in Hiring" *Sociological Science*. 12: 26-50. [[Replication package](#)]

In Submission (* Denotes Equal Authorship)

- Oh, Eunsil* and **So Yun Park***. "Through the Algorithmic Door: The Organizational Context of Hiring Discrimination in the AI Era." (under review)
- Daminger, Allison, **So Yun Park**, and Jaclyn Wong. "The Gendered (De)Valuation of Housework: An Experimental Vignette Study of Household Task Perceptions." (under review)
- Park, So Yun**, Jaclyn Wong and Allison Daminger. "LLM-Assisted Team Coding: Increasing Codebook Precision, Boosting Intercoder Reliability, and Bulk-Coding Open-Ended Survey Responses" (under review)

In Preparation

- Park, So Yun**. "Organizational Accounts and the Legal Erosion of Parental Leave Rights." (manuscript available)
- Park, So Yun**. "Beyond Policy: How Colleagues' Gender and Hierarchy Influence Family Leave Decisions." (manuscript available)

Park, So Yun and Yoon Jae Choi. “The Impossible Worker: Discursive Fragmentation and the Cultural Foundations of Korea's Work-Family Policy Paradox, 1948–2025.”

Park, So Yun and Jungmyung Kim. “Inside Workplace Flexibility: Gender Dynamics and the Challenges of Parenthood.”

OTHER PUBLICATION

Peer-reviewed Publication in Korean

2019 Kim, Soohan, Dongjoon Park, and **So Yun Park**. “Gender Inequality and Women’s Role in Interdisciplinary Research” *The Women’s Studies*. 102(3): 5-36.

AWARDS, FELLOWSHIPS, AND GRANTS

2025-2026	American Sociological Association Doctoral Dissertation Research Improvement Grant (funded by the National Science Foundation, \$15,994)
2025	Law and Society Association Graduate Student & Early Career Workshop Award (\$750)
2024-2025	Graduate School Fellowship, University of Wisconsin-Madison (\$26,500)
2024	Department of Sociology Small Grant Award, University of Wisconsin-Madison (\$300)
2024	Work + Family Researchers Network Conference 2024 Pre-Doctoral Preconference Participant
2024	TESS: Time-Sharing Experiments for the Social Sciences Grant (with Allison Daminger, Jaclyn Wong, and Jason Radford)
2023	Experimental Workshop Competition Winner, University of Wisconsin-Madison (\$600)
2023	Graduate School Conference Presentation Award, University of Wisconsin-Madison (\$1,500)
2023, 2024, 2025	Department of Sociology Graduate Conference Travel Award, University of Wisconsin-Madison (\$3,100)
2023, 2024	Institute for Research on Poverty Graduate Research Fellow Conference Support Grant Award, University of Wisconsin-Madison (\$1,450)
2021	Early Excellence in Teaching Award, University of Wisconsin-Madison (\$1,000)
2020-2026	Institute for Research on Poverty Graduate Research Fellow, University of Wisconsin-Madison
2019-2020	Graduate School Fellowship, University of Wisconsin-Madison (\$21,600)
2019-2024	Doctoral Study Abroad Scholarship, Korea Foundation for Advanced Studies (\$67,500)
2019	Principal Candidate, Fulbright Graduate Study Award (<i>offered but declined</i>)
2017	Teaching Fellow Scholarship, Korea University
2017	Dean’s Scholarship, Korea University

CONFERENCE PRESENTATIONS (SELECTED)

- “The Impossible Worker: Discursive Fragmentation and the Cultural Foundations of Korea's Work-Family Policy Paradox, 1948–2025” (with Yoon Jae Choi)
- 2026 American Sociological Association Annual Meeting, New York, NY
- “Exceptional or Risky? Gender, Hierarchy, and the Cultural Interpretation of Family Leave”
- 2025 People & Organizations Conference, Philadelphia, PA
- “Beyond Policy: How Workplace Support, Gender Norms, and Hierarchy Shape Parental Leave Decisions”
- 2025 American Sociological Association Annual Meeting, Chicago, IL
- “The Gendered (De)Valuation of Housework: An Experimental Vignette Study of Household Task Perceptions” (with Allison Daminger and Jaclyn Wong)
- 2025 American Sociological Association Annual Meeting, Chicago, IL
- “Employers' Role in Shaping Family Leave Policies in the United States: A Qualitative Analysis of Legal Cases”
- 2025 Law & Society Association Annual Meeting, Chicago, IL
 - 2024 Work + Family Researchers Network Conference, Montreal, Canada
 - 2023 British Sociological Association Work, Employment, and Society Conference, Glasgow, United Kingdom
- “The Gendered (De)Valuation of Household Labor” (with Allison Daminger, Jaclyn Wong, and Jason Radford)
- 2024 Work + Family Researchers Network Conference, Montreal, Canada (non-presenter)
- “Firms' Coverage Politics of Family Leave in the United States: Evidence from Legal Cases”
- 2023 American Sociological Association Annual Meeting, Philadelphia, PA
- “The Varying Costs of Parenthood: Occupational Characteristics' Impact on Parents' Wage Levels” (with Jungmyung Kim)
- 2023 International Sociological Association Research Committee on Social Stratification and Mobility (RC28) Summer Meeting, Ann Arbor, MI
- “How Does Interdisciplinary Research Affect Diversity and Gender Inequality in Academic Fields?” (with Soohan Kim and Dongjoon Park)
- 2018 International Sociological Association Research Committee on Social Stratification and Mobility (RC28) Spring Meeting, Seoul, South Korea
- “Interdisciplinary Research Participant Characteristics and Team Composition.” (with Soohan Kim and Dongjoon Park)
- 2017 Korean Sociological Association Annual Meeting, Seoul, South Korea

TEACHING EXPERIENCE

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| Summer
2021, 2022,
2025 | Statistics Bootcamp (for incoming sociology graduate students),
University of Wisconsin-Madison
Instructor |
| Spring 2021 | Statistics for Sociologists III, University of Wisconsin-Madison |

Teaching Assistant (Instructor: Felix Elwert)

Fall 2020 Statistics for Sociologists II, University of Wisconsin-Madison
Teaching Assistant (Instructor: Eric Grodsky)

Spring 2017 Introduction to Sociology, Korea University
Teaching Fellow (Instructor: Gil-Sung Park)

RESEARCH EXPERIENCE

2023-2024 Topics on Family and Household Labor, University of Wisconsin-Madison
Research Assistant (Principal Investigator: Allison Daminger)

2021-2023 Understanding and Reducing Inequalities Initiative Project,
University of Wisconsin-Madison
Research Assistant (Principal Investigator: Eunsil Oh and Kangwook Lee)

2017-2019 Integrated Contagion Research Project, Korea University
Research Assistant (Principal Investigator: Gil-Sung Park)

2017-2019 Interdisciplinary Team Research Project, Korea University
Research Assistant (Principal Investigator: Soohan Kim)

PRE-DOCTORAL PROFESSIONAL EXPERIENCE

2019 Executive Director, Korean Sociological Association
- Managed operations, overseeing budget, member communication, and event coordination

2013-2016 Manager, Rothmans Far East B.V.
- Directed a call center team of two supervisors and 25 customer service representatives

2012 Research Intern, McKinsey & Company
- Conducted market research on growth sectors for the Seoul Metropolitan Government

2011-2012 Intern, The Blue House: Office of the President of the Republic of Korea
- Prepared briefing materials for Senior Advisor to the President for International Economy

2011 Research Assistant, Bain & Company
- Conducted expert interviews and market research on the Southeast Asian retail sector

SERVICE

2023 Student Representative, Sociology Department Faculty Search Committee
University of Wisconsin-Madison

2022-2024 Chair, Professional Development Committee, Sociology Graduate Student

Association, University of Wisconsin-Madison

- 2022 Panelist, New Teaching Assistant Orientation, University of Wisconsin-Madison
- 2021, 2022, 2023, 2025 Panelist, Sociology Department Proseminar for First Year Graduate Students, University of Wisconsin-Madison
- 2021-2023 Member, Sociology Department Professional Development & Job Search Committee, University of Wisconsin-Madison
- 2020-2022 Member, Professional Development Committee, Sociology Graduate Student Association, University of Wisconsin-Madison

REFERENCES

Robert Freeland
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Eunsil Oh
Assistant Professor of Sociology
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