

Hunter York

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Education

Princeton University - Department of Sociology

August 2020 - May 2026 (Expected)

PhD Candidate

Office of Population Research (Demography) Affiliate

MA in Sociology

Awarded June 2023

University of Washington - Department of Global Health

August 2017 - June 2020

MPH (Master's in Public Health) - Health Metrics & Evaluation

Trainee in the Center for Studies in Demography and Ecology

Harvard University

August 2013 - May 2017

AB - Human Evolutionary Biology (Music Secondary)

Research Areas

Work/Occupations, Organizations, Job-to-Job Transitions, School-to-Work Transitions, Social Stratification, Intergenerational Mobility, Education

Peer-Reviewed Publications -

Sociology; Work & Organizations; Education

Hunter York, Song, X., & Xie, Y. (2025 January). Gradationalism Revisited: Intergenerational Occupational Mobility Along Axes of Occupational Characteristics. *American Journal of Sociology*, 130(4):976–1027. <http://dx.doi.org/10.1086/733122>

Friedman, J., Hunter York, Mokdad, A.H., & Gakidou, E. (2021 January). U.S. Children “Learning Online” during COVID-19 without the Internet or a Computer: Visualizing the Gradient by Race/Ethnicity and Parental Educational Attainment. *Socius*, 7:2378023121992607. <http://dx.doi.org/10.1177/2378023121992607>

Works Under Review -

Sociology; Work & Organizations; Education

Climbing the Ladder or Falling Behind? Work Team Demographic Characteristics and Their Influence on Career Trajectories in the Federal Workforce focuses on internal organizational structuration, and its consequences for wage growth and retention. Via a series of FOIA requests that cover the near-universe of US federal civil servants ($N \sim 3,000,000$) from 2013 onward, I assemble a novel longitudinal dataset of workplace personnel data with high-quality information on work teams. Using these data, I employ a shift-share instrumental variable design to show that the demographic composition of teams at the time of hire, shaped by the occupational structuration of the teams themselves, affects employee outcomes. I show that women in majority-male teams experience faster earnings growth but are more likely to exit within five years, while majority-white teams are associated with lower wage growth for all workers, regardless of race. These findings highlight how the composition of work teams, and thus a novel form of peer effects, can affect worker outcomes.

Degrees of Inequality: Horizontal Stratification by Educational Institutions and Fields of Study in the 21st Century provides the first comprehensive comparison of how two forms of horizontal stratification amongst college graduates, field of study and institutional affiliation, shape access to employment and earnings during the school-to-work transition. Using a novel linked dataset representing entire cohorts of graduates 2001 to the present, this research shows that while both forms of horizontal stratification influence early-career earnings, field-specific linkages to high-wage industries have become increasingly central compared to universities themselves or their characteristics alone. The findings point to a novel pathway by which inequality is growing amongst credentialed workers.

Works In Progress - Sociology; Work & Organizations; Education

Occupational Aspirations, Expectations, and Achievement Through Childhood and Early Adulthood uses rich longitudinal survey data to examine how occupational aspirations develop through childhood and adulthood and how they shape the jobs individuals hold by age 30. This research shows that early preferences in the expressive content of work – activities, skills, values, and other traits typically unassociated with income or status – influence jobs at labor market entry. Preliminary findings indicate that job characteristics related to work content and values align more closely with childhood aspirations than status alone. These patterns vary by gender, and early evidence suggests that expressive preferences interact with realized wages and status in distinctive and possibly deleterious ways. Importantly, this research question could not be taken up until now, as the cohorts reporting aspirations in childhood have only recently reached working age. As such, this project provides one of the first opportunities to directly link early occupational preferences to realized labor market outcomes.

Peer-Reviewed Publications - Education & Public Health; Evolutionary Biology

- **Balaj, M., **Hunter York**, Sripada, K., Besnier, E., Vonen, H.D., Aravkin, A., Friedman, J., *et al.* (2021 August). Parental education and inequalities in child mortality: a global systematic review and meta-analysis. *The Lancet*, 398(10300):608–620. [http://dx.doi.org/10.1016/S0140-6736\(21\)00534-1](http://dx.doi.org/10.1016/S0140-6736(21)00534-1)
- Friedman, J., **Hunter York**, Graetz, N., Woyczynski, L., Whisnant, J., Hay, S.I., & Gakidou, E. (2020 April). Measuring and Forecasting Progress towards the Education-Related SDG Targets. *Nature*, 580(7805):636–639. <http://dx.doi.org/10.1038/s41586-020-2198-8>
- Foreman, K.J., Marquez, N., Dolgert, A., Fukutaki, K., Fullman, N., McGaughey, M., Pletcher, M.A., *et al.* (2018 November). Forecasting Life Expectancy, Years of Life Lost, and All-Cause and Cause-Specific Mortality for 250 Causes of Death: Reference and Alternative Scenarios for 2016– 40 for 195 Countries and Territories. *The Lancet*, 392(10159):2052–2090. [http://dx.doi.org/10.1016/S0140-6736\(18\)31694-5](http://dx.doi.org/10.1016/S0140-6736(18)31694-5)
- Lim, S.S., Updike, R.L., Kaldjian, A.S., Barber, R.M., Cowling, K., **Hunter York**, Friedman, J., *et al.* (2018 October). Measuring Human Capital: A Systematic Analysis of 195 Countries and Territories, 1990– 2016. *The Lancet*, 392(10154):1217–1234. [http://dx.doi.org/10.1016/S0140-6736\(18\)31941-X](http://dx.doi.org/10.1016/S0140-6736(18)31941-X)
- Mehr, S.A., Singh, M., **Hunter York**, Glowacki, L., & Krasnow, M.M. (2018 February). Form and Function in Human Song. *Current Biology*, 28(3):356–368.e5. <http://dx.doi.org/10.1016/j.cub.2017.12.042>

** Indicates equal first authorship.

Awards and Fellowships

Dodd's Fellowship AY 2025–2026, Princeton University – Honorific fellowship and a premium stipend in recognition of “outstanding performance and professional promise, and representing a high commendation from the Princeton University Graduate School.”

Data-Driven Social Science Initiative Grant, \$5,000, “Vertical and Horizontal Mobility in Organizations”

Princeton University Dean's Fund for Scholarly Travel (2022, 2023, 2025)

PAA Best Poster Award, Family Demography, Population Development and Environment Poster Session Winner: “Joint Physical Custody's Role in the Heterogeneous Effects of Divorce on Child Educational Outcomes” (2022)

CSDE PAA Travel Award, University of Washington Center for Studies in Demography and Ecology for the Population Association of America annual meeting (2020)

Lancet Poster Competition Finalist, Consortium for Universities in Global Health Annual Conference (2019)

Graduate Student Travel Award, University of Washington (2019)

Dudley House Book Prize, Harvard (2017)

Harvard College Research Program Summer Research Award, Harvard (2016)

Program for Research in Science and Engineering (PRISE) Summer Research Award, Harvard (2016) - Declined

Mindich Service Fellowship, Center for Public Interest Careers, Harvard (2015)

Conference Presentations & Posters

Hunter York (2025 April). Climbing the Ladder or Falling Behind? Gender Diversity in Work Teams and Its Influence on Career Trajectories in the Federal Workforce. *Oral Presentation - PAA Annual Meeting*. Washington, DC, USA

Hunter York (2025 August). Degrees of Inequality: Horizontal Stratification in Earnings by Educational Institutions and Fields of Study in the 21st Century. *Oral Presentation - ASA Annual Meeting*. Chicago, IL, USA

Hunter York (2025 August). Degrees of Inequality: Horizontal Stratification in Earnings by Educational Institutions and Fields of Study in the 21st Century. *Oral Presentation - RC28 Annual Meeting*. Los Angeles, CA, USA

Hunter York (2024 May). Climbing the Ladder or Falling Behind? Gender Diversity in Work Teams and Its Influence on Career Trajectories in the Federal Workforce. *Oral Presentation - RC28 Annual Meeting*. Shanghai, China

Hunter York (2023 February). Heterogenous Returns to Tenure Based on Team Gender Composition. *Poster - Workshop on Intergenerational Mobility and Income Inequality - Longitudinal Research of Income Inequality*. Haifa, Israel

Hunter York, Xie, Y., & Song, X. (2023 April). Gradationalism Revisited: Intergenerational Occupational Mobility Along Axes of Occupational Characteristics. *Oral Presentation - Recent Developments in Intergenerational Mobility*. New Orleans, LA, USA

Hunter York, Xie, Y., & Song, X. (2023 February). Gradationalism Revisited: Intergenerational Occupational Mobility Along Axes of Occupational Characteristics. *Oral Presentation - Workshop on Intergenerational Mobility and Income Inequality - Longitudinal Research of Income Inequality*. Haifa, Israel

- Hunter York** (2022 April). Joint Physical Custody's Role in the Heterogeneous Effects of Divorce on Child Educational Outcomes. *Poster - Population Association of America Annual Meeting*. Atlanta, GA, USA
- Hunter York**, Xie, Y., & Song, X. (2022 August). Gradationalism Revisited: Intergenerational Occupational Mobility Along Axes of Occupational Characteristics. *Social Mobility Regular Session Presentation at the American Sociological Association Annual Meeting 2022*. Los Angeles, CA, USA
- Hunter York** & Gakidou, E. (2019 April). The Impact of Maternal Education on Late Childhood and Early Adolescent Mortality in 56 Countries: A Pooled Survival Analysis of Demographic and Health Survey Data from 2003 to 2016. *Determinants of Adolescent Mortality Session at the Population Association of America Annual Meeting*. Austin, TX, USA
- Hunter York** & Gakidou, E. (2019 April). Trends of Education Inequality and Gender Disparities: Mean Education Levels, Distributions, and Metrics of Inequality for 195 Countries. *Population Association of America Annual Meeting*. Austin, TX, USA

Workshops and Invited Talks

- Hunter York** (2026 January). Degrees of Inequality: Horizontal Stratification by Educational Institutions and Fields of Study in the 21st Century. *SciencesPo CRIS (Centre de Recherche sur les Inégalités Sociales) Weekly Seminar*. Paris, France
- Hunter York** (2023 October). Measuring the Impacts of Technology on Workers and Agencies in the United States Public Sector. *NYU Inequality Working Group*. New York City, NY
- Hunter York** (2023 June). Measuring the Impacts of Technology on Workers and Agencies in the United States Public Sector. *SciencesPo PoliEconSoc Seminar*. Paris, France
- Hunter York** (2022 January). Data Management With R - Project Design, Code Optimization, Parallelization. *SOCI 612-401 Categorical Data Analysis, Taught by Xi Song at the University of Pennsylvania*. Philadelphia, Pennsylvania
- Hunter York** (2022 June). Introduction to Git and GitHub for Social Science Research. *UPenn Methodology Working Group*. Philadelphia, Pennsylvania. <https://web.sas.upenn.edu/methodology-working-group/>
- Hunter York** (2020 February). Estimating and Forecasting Population-Level Distributions of Educational Attainment/Quantifying the Burden of Health Loss Due to Inequalities in Educational Attainment/Quantifying Expected Human Capital. *Meetings between the President of the UNESCO Institute for Statistics and the Institute for Health Metrics and Evaluation*. Seattle, WA, USA
- Hunter York** & Friedman, J. (2020 February). Innovations in Modelling the Distributions of Education/Global Trends and Forecasts of Educational Inequality. *Center for Global Health Inequalities Research (CHAIN) Kick-Off Meeting*. Norges Teknisk-Naturvitenskapelige Universitet (NTNU), Trondheim, Norway

Service

- Occasional reviewer for *The American Journal of Sociology* and *Research in Social Stratification and Mobility*.
- Princeton Sociology Department graduate student committee cohort representative 2022-23 and 2024-25.
- Elected Princeton-wide Graduate Student Government Academic Affairs Officer 2024-25 and 2025-26.

Languages

English - Native Fluency

French - C1 Fluency

Research Skills

Programming: R, Python, Git, \LaTeX

Analytical: Causal inference, big data, linked data, human subjects laboratory research, survey design, demographic methods, quantitative epidemiology.

Other

FSRDC SSS (Federal Statistical Research Data Centers Special Sworn Status)