

# DYLAN K. NELSON

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## ACADEMIC APPOINTMENTS

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Assistant Professor	<b>University of Illinois at Urbana-Champaign</b> Gies College of Business, Organizational Behavior	2024 - Present
Postdoctoral Associate	<b>Massachusetts Institute of Technology</b> Sloan School of Management	2022 - 2024

## EDUCATION

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PhD	Economic Sociology & Organizations	<b>The University of Michigan</b>	2022
MA	Statistics	<b>The University of Michigan</b>	2022
MS	Political Sociology	<b>The London School of Economics</b>	2013
BA	Music	<b>Brown University</b>	2011

## RESEARCH AREAS

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Management, Employment, & Pay; Organizational Structure & Change; Corporate Governance

## WORKING PAPERS

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**Nelson, D.** *Loosened Commitments? Private Equity Buyouts, Financial Distress, and Worker Pay.* R&R at Administrative Science Quarterly.

**Nelson, D.**, Wilmers, N., & Zhang, L. *Work Organization and High-paying Jobs.* R&R at Administrative Science Quarterly.

**Nelson, D.** & Wilmers, N. *Racial Inequality and Bureaucracy in US Manufacturing.* R&R at Management Science.

**Nelson, D.** & Wilmers, N. *Earnings Effects of Direct Worker Voice in Production.* R&R at Industrial and Labor Relations Review.

Zhang, V. & **Nelson, D.** *Private Equity Buyout Reorganization and Worker Experience of Organizational Culture.* Preparing to Submit.

Huybrechts, B., **Nelson, D.**, Nelson, T. O'Shea, N. & Dufays, F. *Conform and Oppose through Numbers: Quantifying Hybrid Organizations at the International Cooperative Alliance.* Conditional Accept at Journal of Management Studies.

## OTHER PUBLICATIONS

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**Nelson, D.** (2022) "Corporate Control, Conceptions of Value, and Economic Inequality Among Workers: The Distributional Consequences of Private Equity's 'Buy, Reorganize, Resell' Strategy". Dissertation Committee: Mark Mizruchi, Jerry Davis, Chris Rider, Fabian Pfeffer, Ben Hansen

**Nelson, D.** (2017). Credit. In B. S. Turner et al. (eds.), *The Wiley-Blackwell Encyclopedia of Social Theory.* John Wiley & Sons.

**Nelson, D.** & Mizruchi, M. (2017). Corporations. In Bryan S. Turner et al. (eds.), *The Wiley-Blackwell Encyclopedia of Social Theory*. John Wiley & Sons.

Nelson, T., **Nelson, D.**, Huybrechts, B., O’Shea, N., Dufays, F., & Trascani, G. (2016). Emergent Identity Formation and the Co-operative: Theory Building in Relation to Alternative Organizational Forms. *Entrepreneurship & Regional Development*, 28(3), 286-309.

#### FELLOWSHIPS, AWARDS, AND APPOINTMENTS

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2020 - Present	Solo P.I. of a U.S. Census Research Data Center project using administrative earnings records linked to company and worker surveys and censuses
2023 - 2024	Fellow representing MIT Work of the Future, Siegel Family Endowment
2022 - 2024	Postdoctoral Fellowship, MIT Sloan School of Management, Work and Organization Studies, P.I. Nathan Wilmers, funded by the Urban Institute WorkRise Program and MIT Work of the Future
2020 - 2022	Dissertation Mentorship Program, U.S. Census Center for Economic Studies
2020 - 2022	Technical Associate II, MIT Sloan School of Management
2019 - 2020	J. Robert Beyster Fellow, Institute for the Study of Employee Ownership and Profit Sharing, Rutgers School of Management and Labor Relations
2019	Participant, Medici Summer School in Management Studies, HEC Paris
2016	Greta Smith Summer Research Fellowship, Rackham Graduate School
2012	Global Grant Scholar (\$30,000 for M.S.), Rotary International Foundation
2011	AT&T New Media Fellow, Brown University Watson International Institute
2011	Hassenfeld Prize for Excellence in Music, Brown University Dean of Students
2010-11	Undergraduate Fellow, Brown University Humanities Center: B.A. honors thesis on the role of music in linking Islamic, Jewish, and Christian Identity in Medieval Iberia, including work with the West-Eastern Divan Orchestra and the Daniel Barenboim School of Listening in Germany, Israel, and Spain

#### TEACHING EXPERIENCE AT THE UNIVERSITY OF MICHIGAN

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Semester	Year	Course Title	Department	Role	Level
Winter	2019	Understanding Inequality	Sociology	Section Leader	UG
Fall	2018	Leading People & Org.s	Management	T.A.	MBA
Fall	2017	Leading People & Org.s	Management	T.A.	MBA
Winter	2017	Statistical Methods II	Sociology	Section Leader	PhD
Fall	2016	The Games We Play	Honors College	Section Leader	UG
Winter	2016	Statistical Methods II	Sociology	Section Leader	PhD
Fall	2015	The Games We Play	Honors College	Section Leader	UG

Mentored 7 undergraduate students conducting individual semester-long research projects in the University of Michigan Department of Sociology Undergraduate Research Opportunity program.

#### PRESENTATIONS - INVITED AND CONFERENCE

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*Racial Inequality and Bureaucracy in US Manufacturing*  
2024 Academy of Management (AOM) Annual Meeting

*Private Equity Buyouts and Organizational Culture*

2024 Labor and Employment Relations Association (LERA) Annual Meeting; 2023 Academy of Management (AOM) Annual Meeting; 2023 Strategic Management Society (SMS) Annual Conference

*Private Equity Buyouts, Financial Distress, and Worker Pay*

2023 Harvard Business School Entrepreneurial Management; 2023 University of Illinois Urbana-Champaign, Organizational Behavior; 2023 University of Illinois Urbana-Champaign, School of Labor and Employment Relations Seminar; 2023 Harvard Economic Sociology Workshop; 2023 MIT Sloan Institute for Work and Employment Seminar; 2023 Economic Sociology Job Market Showcas; 2023 Labor and Employment Relations Association (LERA) Annual Meeting; 2022 U.S. Census Federal Research Data Center Annual Conference; 2022 Academy of Management (AOM) Annual Meeting; 2021 Wharton People and Organizations Conference; 2021 American Sociological Association (ASA) Annual Meeting

*Work Organization and High-paying Jobs*

2022 Academy of Management Annual (AOM) Meeting

*Conform and Oppose through Numbers*

2020 ASQ Conference on Global Organizing; 2019 European Group for Organizational Studies (EGOS); 2019 Rutgers University SMLR Beyster Fellows Workshop

*Commercialization and the Valley of Death*

2019 American Sociological Association (ASA) Annual Meeting; 2018 Society for the Advancement of Socio-Economics (SASE) Annual Meeting; 2018 International Network of Analytical Sociology

*Emergent Identity Formation and the Co-operative*

2014 Conference on Social Entrepreneurship; 2013 EMES Research Conference on Social Enterprise

PROFESSIONAL SERVICE AND ACTIVITIES

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Ad hoc Reviewer: *Industrial and Labor Relations Review*, *Academy of Management Annual Meeting (OMT, Strategy, HR)*

Affiliate: MIT Institute for Work and Employment Research; MIT Sloan Economic Sociology Working Group; Center for Inequality Dynamics at the Institute for Social Research of the University of Michigan; Institute for the Study of Employee Ownership and Profit Sharing at Rutgers University SMLR

Member: Academy of Management; Strategic Management Society; Labor and Employment Relations Association; American Sociological Association

Special Sworn Status (since 2018) to use restricted-access governmental data, Federal Bureau of Investigation & the U.S. Census Center for Economic Studies

Co-editor (2017-2020): Theory Section Newsletter of the American Sociological Association

Founding Co-director (2016-2018): Computational Social Science Workshop at the University of Michigan Rackham Graduate School

## ACADEMIC ADVISORS/RECOMMENDERS

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Mark Mizruchi (mizruchi@umich.edu)

Robert Cooley Angell Collegiate Professor of Sociology, Barger Family Professor of Organizational Studies, and Professor of Management and Organizations at the University of Michigan

Gerald Davis (gfdavis@umich.edu)

Gilbert and Ruth Whitaker Professor of Business Administration and Professor of Management and Organizations at the University of Michigan

Nathan Wilmers (wilmers@mit.edu)

Sarofim Family Career Development Associate Professor of Work and Organization Studies at the MIT Sloan School of Management