

DYLAN K. NELSON

dknelson@illinois.edu ◇ dylanknelson.com

ACADEMIC APPOINTMENTS

Assistant Professor	University of Illinois Urbana-Champaign Department of Business Administration Gies College of Business	2024 - Present
Postdoctoral Associate	Massachusetts Institute of Technology Sloan School of Management	2022 - 2024

EDUCATION

PhD	Sociology	The University of Michigan	2022
MA	Statistics	The University of Michigan	2022
MS	Political Sociology	The London School of Economics	2013
BA	Music	Brown University	2011

RESEARCH AREAS

Management, Employment, & Worker Mobility; Organizational Change; Corporate Governance

PUBLICATIONS

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

WORKING PAPERS

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.

OTHER PUBLICATIONS

Nelson, D. (2024) Book Review: Investing in Innovation: Confronting Predatory Value Extraction in the U.S. Corporation. By William Lazonick. *Industrial and Labor Relations Review*.

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.

PRESENTATIONS - INVITED AND CONFERENCE

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

FELLOWSHIPS, AWARDS, AND APPOINTMENTS

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

UIUC: Strategic Human Resource Management (BADM 313), Fall 2024.

University of Michigan: section leader for a second-semester Sociology PhD course on quantitative methods (2x), a “flipped” Honors College course on social science broadly (2x), and a Sociology course on inequality and mobility in the United States (1x).

PROFESSIONAL SERVICE AND ACTIVITIES

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

Affiliate: Illinois Strategic Organizations Initiative, 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 (lapsed in fall 2024); Labor and Employment Relations Association; American Sociological Association (lapsed in fall 2024)

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