Dylan K. Nelson

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Research Areas

Careers, Hiring, & Labor Markets

Corporate Ownership & Organizational Form

Stratification, Mobility, & Inequality

Education

PhD, Sociology
The University of Michigan, 2022

MA, Statistics
The University of Michigan, 2022

MSc, Political Sociology
London School of Economics, 2013

BA, Music
Brown University, 2011

Academic Appointments

Assistant Professor 2024–Present
University of Illinois Urbana-Champaign
Gies College of Business, Department of Business Administration
By Courtesy: School of Labor and Employment Relations

Postdoctoral Associate 2022–2024
Massachusetts Institute of Technology
Sloan School of Management

Publications

Lyttelton, T., **Nelson, D. K.**, & Wilmers, N. Are Decredentialed Jobs a Route to Upward Mobility? *Nature Human Behaviour*. Forthcoming.

Nelson, D. K. & Wilmers, N. (2026). Racial Inequality and Bureaucracy in U.S. Manufacturing. *Management Science*. Articles in Advance. doi.org/10.1287/mnsc.2023.02358

Nelson, D. K. & Wilmers, N. (2026). Earnings Effects of Direct Worker Voice in Production. *ILR Review, 79*(1), 36–58. doi.org/10.1177/00197939251365519

Huybrechts, B., **Nelson, D. K.**, Nelson, T., O'Shea, N. & Dufays, F. (2025). Conform and Oppose through Numbers: Quantifying Hybrid Organizations at the International Cooperative Alliance. *Journal of Management Studies, 62*(7), 2487–2516. doi.org/10.1111/joms.13123

Working Papers / Under Review

Nelson, D. K., Wilmers, N., & Zhang, L. *Task Bases of High-paying Jobs*. Conditionally accepted, *American Journal of Sociology*.

Zhang, V. & **Nelson, D. K.** *Paper on private equity buyouts and worker sense of organizational purpose*.

Nelson, D. K. *Paper on private equity buyouts and individual careers*.

Kato, T. & **Nelson, D. K.** *Paper on employee ownership and crisis adjustment*.

Selected Presentations

Are Decredentialed Jobs a Route to Upward Mobility?
2026 Academy of Management Annual Meeting; 2026 Strategic Management Society Annual Conference; 2025 People and Organizations; 2025 JFOT Consortium

Substitution Versus Contraction: How Leveraged Buyouts Reshape Internal Labor Markets in Large Corporations
2026 People and Organizations

Invasion of the C-Suite? Nonprofit Structure and Practice under the Influence of the For-profit World
2026 People and Organizations; 2026 JFOT Consortium

Private Equity and Worker Commitment
2025 Academy of Management Annual Meeting; 2024 Labor and Employment Relations Association An-

nual Meeting; 2023 Strategic Management Society Annual Conference

Racial Inequality and Bureaucracy in U.S. Manufacturing
2024 Empirical Management Conference; 2024 Academy of Management Annual Meeting

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 Showcase; 2023 Labor and Employment Relations Association Annual Meeting; 2022 U.S. Census Federal Research Data Center Annual Conference; 2022 Academy of Management Annual Meeting; 2021 People and Organizations Conference at Wharton; 2021 American Sociological Association Annual Meeting

Task Bases of High-paying Jobs
2022 Academy of Management Annual Meeting

Other Publications

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

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

Nelson, D. K. & 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. K.**, 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

2020–Present	P.I. of a U.S. Census Research Data Center project using administrative earnings records linked to company and worker surveys and censuses
2026	Junior Faculty Research Grant, UIUC Department of Business Administration
2025	Stanford CASBS Summer Institute on Organizations and Their Effectiveness
2022–2024	Postdoctoral Fellowship, MIT Sloan School of Management, P.I. Nathan Wilmers, funded by Urban Institute WorkRise and MIT Work of the Future; Fellow representing MIT Work of the Future, Siegel Family Endowment (2023–2024)
2019–2020	J. Robert Beyster Fellow, Institute for the Study of Employee Ownership and Profit Sharing, Rutgers School of Management and Labor Relations
2019	Medici Summer School in Management Studies, HEC Paris
2012	At the London School of Economics: Global Grant Scholar (MSc full tuition), Rotary International Foundation
2010–2011	At Brown University: honors fellowship developing thesis on how music linked Islamic,

Jewish, and Christian Identity in medieval Iberia (Cogut Center for the Humanities); Hassenfeld Prize for Excellence in Music (Dean of Students); AT&T New Media Fellow (Watson International Institute)

Teaching Experience as an Assistant Professor

University of Illinois Urbana-Champaign, Gies College of Business. *Strategic Human Resource Management* (BADM 313). Fall 2024; Spring 2025; Fall 2025; Spring 2026; Fall 2026. University-wide "List of Teachers Ranked as Excellent by Their Students" in Fall 2024 and Spring 2025 (distinction discontinued in Fall 2025).

Professional Service and Activities

Host and organizer of the 14th annual Junior Faculty in Organizational Theory (JFOT) Consortium, Chicago, 2027 (expected)

Ad hoc Reviewer: Management Science, Organization Science, Strategic Organization, American Journal of Sociology, Academy of Management Perspectives, Journal of Management Studies, ILR Review, Academy of Management Annual Meeting (OMT, STR, HR)

Affiliate at the Illinois Strategic Organizations Initiative

Fellow of the Institute for the Study of Employee Ownership and Profit Sharing at the Rutgers School of Management and Labor Relations

Member: Academy of Management, American Sociological Association, Strategic Management Society

Junior Faculty Council, UIUC Department of Business Administration

Co-organizer of the UIUC Organizational Behavior and Business Law External Speaker Seminar

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

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

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