

DYLAN K. NELSON

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ACADEMIC APPOINTMENTS

Assistant Professor	University of Illinois Urbana-Champaign Gies College of Business Department of Business Administration By Courtesy: School of Labor and Employment Relations	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
MSc	Political Sociology	The London School of Economics	2013
BA	Music	Brown University	2011

RESEARCH AREAS

Ownership & Governance; Mobility & Inequality; Organizational Change; Employment

PUBLICATIONS

Nelson, D. & Wilmers, N. (2025). Earnings Effects of Direct Worker Voice in Production. *Industrial and Labor Relations Review*.

Huybrechts, B., **Nelson, D.**, Nelson, T. O'Shea, N. & Dufays, F. (2024). Conform and Oppose through Numbers: Quantifying Hybrid Organizations at the International Cooperative Alliance. *Journal of Management Studies*.

WORKING PAPERS / UNDER REVIEW

Nelson, D., Wilmers, N., & Zhang, L. *Work Organization and Cumulative Advantage*.

Nelson, D. & Wilmers, N. *Racial Inequality and Bureaucracy in US Manufacturing*.

Zhang, V. & **Nelson, D.** *Raiders Without a Cause? Private Equity Buyouts, Employee Justification, and Organizational Purpose*.

Nelson, D. *Weakened Claims or Severed Ties? Buyouts, Individual Worker Earnings, and Intercompany Mobility*.

Lyttelton, T., **Nelson, D.**, & Wilmers, N. *Are Decredentialed Jobs a Route to Upward Mobility?*.

Kato, T. & **Nelson, D.** *How Do Employee-Owned Firms Respond Differently to Economic Turbulence? Evidence From Following a Million Workers Through the Covid-19 Pandemic*.

Nelson, D. *Amputators or Defibrillators: Demand-Side Explanations for Rising Workplace Health Insurance Costs in the Context of Private Equity.*

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.

EXTERNAL PRESENTATIONS

Are Decredentialed Jobs a Route to Upward Mobility?

2025 People and Organizations; 2025 JFOT Consortium

Private Equity Buyouts, Employee Justification, and Organizational Purpose

2025 Academy of Management Annual Meeting; 2024 Labor and Employment Relations Association Annual Meeting; 2023 Strategic Management Society Annual Conference

Racial Inequality and Bureaucracy in US 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

Work Organization and High-paying Jobs

2022 Academy of Management Annual Meeting

Conform and Oppose through Numbers

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

Commercialization and the Valley of Death

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

Emergent Identity Formation and the Co-operative

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

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
2025	Stanford CASBS Summer Institute on Organizations and Their Effectiveness
2023 - 2024	Fellow representing MIT Work of the Future, Siegel Family Endowment
2022 - 2024	Postdoctoral Fellowship, MIT Sloan School of Management, P.I. Nathan Wilmers, funded by Urban Institute WorkRise and MIT Work of the Future
2020 - 2022	Dissertation Mentorship Program, U.S. Census Center for Economic Studies
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	Global Grant Scholar (MSc full tuition), Rotary International Foundation
2010-11	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

UIUC. Gies College of Business. *Strategic Human Resource Management* (BADM 313). Fall 2024; Spring 2025; Fall 2025. 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

Ad hoc Reviewer: Management Science, Organization Science, Strategic Organization, American Journal of Sociology, Journal of Management Studies, Industrial and Labor Relations 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

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