

Damon J. Phillips

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EMPLOYMENT

July 1998 – Present **University of Chicago, Graduate School of Business** Chicago, IL

Professor of Organizations and Strategy and Neubauer Family Faculty Fellow (July 2006 – Present)

Associate Professor of Organizations and Strategy (July 2002 – July 2006) and Neubauer Family Faculty Fellow (2005-06)

Assistant Professor of Organizations and Strategy (July 1998 – July 2002)

EDUCATION

1993 - 1998 **Stanford University, Graduate School of Business** Stanford, CA
Ph.D. in Business (Organizational Behavior)

Dissertation: *The Promotion Paradox: The Relationship Between Firm Life Chances and Employee Promotion Chances in Silicon Valley Law Firms, 1946-1996.*

1993 - 1997 **Stanford University, Department of Sociology** Stanford, CA
A.M. in Sociology, June 1997

1990 - 1992 **Massachusetts Institute of Technology** Cambridge, MA
S.M. in Aeronautics and Astronautics, June 1992

1986 - 1990 **Morehouse College** Atlanta, GA
B.S. Physics, June 1990
Phi Beta Kappa, Magna Cum Laude

RESEARCH AND TEACHING INTERESTS

Topics

- Social Structural Approaches to Labor and Product Markets
- Organizational Strategy and Structure
- Social Network Theory and Analysis

Settings

- Professional Services (Law)
- Cultural Markets (Music)
- Sports (NHL)

PUBLICATIONS

Phillips, D. J. and Y. Kim (Provisional Acceptance). "Why Pseudonyms? Deception as Identity Preservation among Jazz Record Companies, 1920-1929" *Organization Science*.

Phillips, D. J. (2005). "Organizational Genealogies and the Persistence of Gender Inequality: The Case of Silicon Valley Law Firms." *Administrative Science Quarterly*, 50, 440-472.

Beckman, C. M. and D. J. Phillips (2005). "Interorganizational Determinants of Promotion: Client Leadership and the Promotion of Women Attorneys" *American Sociological Review*, 70, 678-701.

Phillips, D. J. and D. A. Owens (2004). "Incumbents, innovation, and competence: The emergence of recorded jazz, 1920 to 1929." *Music in Society: The Sociological Agenda (Poetics)*, Volume 32, Special Issue Guest-Edited by Richard A. Peterson and Timothy J. Dowd, 32, 281-295.

Beckman, C. M.; Haunschild, P; and D. J. Phillips (2004). "Friends or Strangers? Firm Uncertainty, Market Uncertainty, and Network Partner Selection" *Organization Science*, 15, 259-275.

Phillips, D. J. and J. B. Sorensen (2003). "Competitive Position and Promotion Rates: Commercial Television Station Top Management, 1953-1988." *Social Forces*, 81(3), 819-842.

Phillips, D. J. (2002). "A Genealogical Approach to Organizational Life Chances: The Parent-Progeny Transfer and Silicon Valley Law Firms, 1946-1996." *Administrative Science Quarterly*, 47: 474-506.

Phillips, D. J. and E. W. Zuckerman (2001). "Middle-Status Conformity: Theoretical Restatement and Empirical Demonstration in Two Markets." *American Journal of Sociology*, 107, 2: 379-429.

Phillips, D. J. (2001). "The Promotion Paradox: The Relationship Between Organizational Mortality and Employee Promotion Chances in Silicon Valley Law Firms, 1946-1996." *American Journal of Sociology*, 106, 4: 1058-98.

Podolny, J. M. and D. J. Phillips (1996). The Dynamics of Organizational Status. *Journal of Industrial and Corporate Change*, 5, 2: 453-471.

BOOK REVIEWS

Phillips D. J. (2004). Review of “The Sociology of the Economy” by Frank Dobbin, ed., *Administrative Science Quarterly*, 49, 4, 659.

WORKING PAPERS AND CURRENT PROJECTS

“High-Status Deviance or Conformity? Silicon Valley Law Firms’ Engagement in Family and Personal Injury Law” with E. Zuckerman. [Stage: Manuscript under Review].

“Do Small Firms Produce Better Entrepreneurs” with J. Sorensen. [Stage: Manuscript under Development].

“Heterogeneity, Performance, and Blau’s Paradox: The Case of NHL Hockey Teams, 1988-1998” with K. Phillips. [Stage: Manuscript under Development].

“Market Social Structure and the Role of Cities in the Emergence of the Jazz Canon, 1917-29”. [Stage: Manuscript under Development].

“The Paradox of Market Entry Strategies during the Emergence of Jazz, 1899 – 1929”. [Stage: Manuscript under Development].

PRESENTATIONS (AND PAPER DISCUSSIONS)

“High-Status Deviance or Conformity? Silicon Valley Law Firms’ Engagement in Family and Personal Injury Law”

- American Sociological Association Annual Meeting, New York, NY. (2007, August)

“Market Social Structure and the Role of Cities in the Emergence of the Jazz Canon, 1917-29”

- Academy of Management Annual Meeting, Philadelphia, PA. (2007, August)

“The Paradox of Market Entry Strategies during the Emergence of Jazz, 1899 – 1929”.

- Academy of Management Annual Meeting, Philadelphia, PA. (2007, August)

Panel Discussant

- Sloan Center for Working Families International Conference on Workplace Flexibility, University of Chicago. (2006, May)

“Signaling Identity or Inferiority? Status, Conformity, and Labor Market Reactions to Silicon Valley Law Firms”

- Academy of Management Annual Meeting, Honolulu, HI. (2005, August)

“Why Pseudonyms? Deception as Identity Preservation among Jazz Record Companies, 1920-1929”

- Harvard Business School (2007, March)
- Columbia Business School (2006, May)
- Academy of Management Annual Meeting, Honolulu, HI. (2005, August)

“Organizational Genealogies and the Persistence of Gender Hierarchies”

- Goizueta, Emory University (2005, December)
- Wharton, Univ. Pennsylvania (2005, November)
- Johnson School, Cornell University (2005, May)
- Kellogg, Northwestern Univ. (2005, March)
- University of Illinois, Urbana-Champaign. (2004, September)
- Yale School of Management. (2004, April)

“Interorganizational Determinants of Promotion: Client Leadership and the Promotion of Women Attorneys.”

- Sloan Center for Working Families, University of Chicago. (2005, February, May)
- University of Alberta. (2003, September)

“The Emergence of Recorded Jazz”

- University of California – Berkeley (2006, September)
- University of Southern California (2006, April)
- University of Pennsylvania – Wharton. (2005, May)
- University of Chicago, Cultural Policy Center. (2005, February)
- University of Michigan (2004, April)
- Stanford GSB. (2003, November)
- Columbia Business School. (2002, November)
- European Group for Organizational Studies: Barcelona, Spain. (2002, July)
- Harvard Business School. (2001, November)

“Organizational Genealogies and the Parent-Progeny Transfer”

- Purdue University, Krannert School of Business. (2002, February)
- Academy of Management Annual Meeting, Washington D.C. (2001, August)
- American Sociological Association Annual Meeting, Anaheim, CA. (2001, August)
- Massachusetts Institute of Technology Sloan School of Management. (2001, March)
- Third Annual Conference on Organizations and Markets, Chicago, IL. (2000, June)
- 2nd Annual Workshop on Institutions, Conflict, and Change, Evanston, IL. (1999, December)

“Law Firm Status and the Identification with Family Law Practice & Attorney Maternity Leave”

- Sloan Center for Working Families, University of Chicago. (2000, November)

“The Inverted U-Shaped Relationship between Status and Conformity: Theoretical Restatement and Empirical Demonstration in Two Markets”

- Stanford Strategy Conference, Stanford, CA., with E. W. Zuckerman, (2000, February)

“The Promotion Paradox”

- Northwestern University Kellogg School of Mgmt. (1999, December)
- University of Michigan (February, 1999)
- University of Minnesota (February, 1999).

- American Bar Foundation, Chicago, IL. (1998, November)
- INFORMS Conference, Dallas, TX. (1997, October)

“Firm Uncertainty, Market Uncertainty, and Network Partner Selection”

- Academy of Management Annual Meeting, Boston, MA., with Beckman, C. M., and P. Haunschild. (1997, August)
- The 20th Annual Stanford Consortium for Organizations Research (SCOR) at Asilomar, CA., with Beckman, C. M. (1996, April)

ACADEMIC AFFILIATIONS AND ASSOCIATIONS

1996 – Present	Member: Academy of Management
1997 – Present	Member: American Sociological Association
2000 – Present	Faculty Affiliate: Center for the Study of Race, Politics, and Culture
2001 – Present	Faculty Affiliate: Alfred P. Sloan Center on Parents, Children & Work

EDITORIAL BOARDS

2003 – 2006	Sociological Methodology
2005 – Present	Administrative Science Quarterly
2006 – Present	Management Science (Associate Editor)

AD HOC REVIEWER

American Economic Review; Academy of Management Journal; Academy of Management Review; American Journal of Sociology; American Sociological Review; National Science Foundation; Organization Science

PHD DISSERTATION COMMITTEE (GRADUATES):

<u>Name</u>	<u>Department</u>	<u>Present Location</u>
Salih Zeki Ozdemir	GSB	Australian Graduate School of Business
Zong-Rong Lee	Sociology	Academia Sinica – Taiwan (Sociology)
Waverly Ding	GSB	University of California – Berkeley (Business)
Scott Jeffrey	GSB	University of Waterloo (Business)
Sheila Goins	GSB	University of Iowa (Business)
Mindy Douthit	GSB	Northwestern Univ. (Education)

COURSES TAUGHT/TEACHING

- 1998 – Present Network Structures of Effective Management (MBA level) – This course explores a manager’s use of social capital as the product of position in a social network of relationships.
- 2000 – Present Frontiers of Organizational Sociology: Organizations and Environments (Ph.D. level) – This seminar explores the major perspectives in organizational sociology from 1977 to the present, with an emphasis on social structure and network models.
- 2003 – Present Strategic Leadership (Executive MBA Level) – This course is the capstone for the degree granting executive program. It uses a social capital and networks approach to leadership to synthesize concepts from managerial psychology, competitive strategy, human resources management, organizational strategy, and marketing strategy.

BUSINESS CASES

with Fernandes, G. “Network-Based Entrepreneurship: An Interview-Based Investigation of Professional Service Firm Start-ups”. *Polsky Center for Entrepreneurship Working Paper*.

We direct our inquiry toward professional service firm start-ups (PSFS) as an entrepreneurial endeavor distinct from the more traditional start-up. Using data gathered from firm founders, we describe PSFS from conception to execution to understand decision-making processes and the relationships between past experiences and their current firms.

PROFESSIONAL EXPERIENCE

- 1993 - 1998 Research Assistant for Professors Joel Podolny, Roberto Fernandez, and Pamela Haunschild. *Activities included training in a range of conceptual and quantitative skills.*
- 1996 Teaching Assistant, Management of Technology and Innovation (Prof. P. Haunschild), Stanford University
- 1992 - 1993 Math Instructor, Brevard Community College, Florida. *Taught General Equivalence Degree (GED) courses on high school mathematics (8th to 12th grade level).*
- 1992 - 1993 Vice President, Alphatech Systems, Inc., Palm Bay, Florida. *Responsible for introduction of fiber optic cable product line to manufacturing floor. Responsible for research and development.*
- 1989 - 1992 Research Associate, Massachusetts Institute of Technology Lincoln Laboratory (Laser Radar Group), Hanscom AFB, Massachusetts. *Activities included research of various materials for reflectivity and the evaluation of laser radar under performance aversive weather conditions.*

ACADEMIC HONORS AND AWARDS

- 2005 - 06, 06 - 07 Neubauer Family Faculty Fellowship

2002	Charles E. Merrill Faculty Research Scholar
1998, 2001, 2004	Recipient of Kauffman Foundation Research Grant for Entrepreneurship
1997	Finalist, INFORMS/Org. Science Dissertation Proposal Competition
1996	Academy of Management OB/ODC/OMT Doctoral Student Consortium Nominee (representing Stanford University)
1994 - 1995	Jaedicke Fellow, Stanford University Graduate School of Business
1990 - 1991	Fellow, General Electric Foundation Faculty for the Future, Massachusetts Institute of Technology
1990 - Present	Member, Phi Beta Kappa National Honors Society, Morehouse College

UNIVERSITY AND PROFESSIONAL SERVICE

2006	Junior Faculty Recruiter, University of Chicago, GSB, Organizations and Markets
2005	Panelist/Presenter: 53 rd Annual GSB Management Conference; 21 st Annual Dusable Conference; MOC/OD/OMT Doctoral Student Consortium; Management Student of Color Association
2004	Panelist/Presenter: Jr. Faculty Consortium
2003 – Present	PhD Advisor/Coordinator, University of Chicago, GSB, Organizations and Markets
2000 – Present	Steering Committee Member: Center for the Study of Race, Politics, and Culture
1996 - 1997	Co-President, Ph.D. Association, Stanford University Graduate School of Business
1995 - 1996	Stanford Consortium for Organizations Research (SCOR) Program Committee for Asilomar 1996
1994 - 1996	Freshman Mentor, Partners for Academic Excellence, Stanford Univ.
1993 - 1997	Multicultural Theme House Coordinator, Stanford Univ.

COMMUNITY SERVICE

2003 – Present	Board Member, Neighborhood Writing Alliance (Non-Profit)
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HOBBIES AND LEISURE ACTIVITIES

- Jazz Listening and Performance (Saxophone)
- Spending Time with Family