

## **Damon J. Phillips**

*(updated: May 2017)*

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## **INSTITUTIONAL AFFILIATIONS**

### Academic Positions

July 2011 – Present	<b>Columbia University, Columbia Business School</b> Lambert Family Professor of Social Enterprise (9/2015 -); James P. Gorman Professor of Business Strategy (7/2011 – 8/2015) <ul style="list-style-type: none"><li>○ Co-Director: Tamer Center for Social Enterprise</li><li>○ Faculty Affiliate: Center on Organizational Innovation</li><li>○ Faculty Affiliate: Center for Jazz Studies</li></ul> University of Toronto, Sociology, “Status Only” Full Professor (9/2015 -)	New York, NY
Aug 2010 – July 2011	<b>Center for Advanced Study in the Behavioral Sciences</b>	Stanford, CA
July 1998 – June 2011	<b>University of Chicago Booth School of Business</b> Jeffrey Breakenridge Keller Professor of Organizations and Strategy (7/2010 – 7/2011); Professor (7/2006 – 7/2010); Asso Professor (7/2002 – 7/2006); Asst Professor (7/1998 – 7/2002).	Chicago, IL

### Education

1993 - 1998	<b>Stanford University, Graduate School of Business</b> A.M. in Sociology, June 1997 Ph.D. in Business, June 1998	Stanford, CA
1990 - 1992	<b>Massachusetts Institute of Technology</b> S.M. in Aeronautics and Astronautics, June 1992	Cambridge, MA
1986 - 1990	<b>Morehouse College</b> B.S. Physics, June 1990, Phi Beta Kappa	Atlanta, GA

## **RESEARCH AND TEACHING INTERESTS** (alphabetical)

Emergence and Evolution of (Ambiguous) Markets; Entrepreneurship; Innovation; New Jazz Studies; Organizational Strategy, Structure, and Change; Professional Services; Social Enterprise; Social Networks.

## BOOKS (1)

Phillips, D. J. (2013) [Shaping Jazz: Cities, Labels, And The Global Emergence of an Art Form](#). Princeton University Press. *Shaping Jazz* explores the development of the market for recorded jazz. For a 2-minute video description: <https://vimeo.com/104042291>  
**Awards:** Finalist for the 2014 Academy of Management's George R. Terry Book Award  
**Reviews:** *Administrative Science Quarterly* [\[link\]](#); *American Journal of Sociology* [\[link\]](#); *Choice* [\[link\]](#); *Journal of Economic Literature* [\[link\]](#); *Organization Studies* [\[link\]](#); *The Society for American Music* [\[link\]](#). *Jazz Research Journal* [\[link\]](#).

## ARTICLES (20)

Crum, A., D. J. Phillips, P. Goyer, M. Akinola, T. Higgins (2016). ["Transforming Water: Social Influence Moderates Psychological, Physiological, and Functional Response to a Placebo Product."](#) *PLoS ONE*, 11(11): e0167121. doi:10.1371/journal.pone.0167121

Merluzzi, J. and D. J. Phillips (2016). ["The Specialist Discount: Negative Returns for MBAs with Focused Profiles in Investment Banking."](#) *Administrative Science Quarterly*.

- Top 20 most read articles in *Administrative Science Quarterly* online in Oct 2015, Jan 2016 to March 2016.
- *Harvard Business Review*. ["Generalists Get Better Job Offers Than Specialists"](#) (June 2016).

Crum, A. and D. J. Phillips (2015). ["Self-Fulfilling Prophecies, Placebo Effects, and the Social-Psychological Creation of Reality."](#) in *Emerging Trends in the Social and Behavioral Sciences* (eds. Robert Scott and Stephen Kosslyn), Hoboken, NJ: John Wiley and Sons. 1-14.

Phillips, D. J., C. J. Turco, and E. W. Zuckerman (2013) ["Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms."](#) *American Journal of Sociology*, 118, 4: 1023-54.

- Best Published Paper Award Finalist (2014), Academy of Management OMT Division.
- "Firm Status and Downward Diversification: A Note on Participation in Family Law and Personal Injury Law in Silicon Valley, 1946-1996," is an online research note that supplements this article (available [here](#)).

Phillips, D. J. (2012). ["Orphaned Jazz: Short-Lived Startups and the Long-Run Success of Depression-Era Cultural Products."](#) in *Advances in Strategic Management: History and Strategy*, (eds. S. J. Kahl, B. S. Silverman, M. A. Cusumano, 29, 315-350.

Phillips, D. J. (2011). ["Jazz and the Disconnected: City Structural Disconnectedness and the Emergence of the Jazz Canon \(1897 to 1933\)"](#) *American Journal of Sociology*, 117, 2: 420-483.

Sorensen, J. and D. J. Phillips (2011). ["Competence and Commitment: Employer Size and Entrepreneurial Endurance."](#) *Industrial and Corporate Change*, 20, 3, 28p.

- For a write-up of this research: <http://www4.gsb.columbia.edu/ideasatwork/feature/7321749>

Chen, Y., R. Peterson, D. J. Phillips, J. M. Podolny, C. L. Ridgeway (2011). ["Bringing Status to the Table: Attaining, Maintaining, and Experiencing Status in Organizations and Markets."](#) Special editors and co-authors of introductory article. *Organization Science*.

Kahl, S., Y. K. Kim, and D. J. Phillips (2010). ["Identity Sequences and the Early Adoption Pattern of the Jazz Canon \(1920 – 1929\)."](#) *Research in the Sociology of Organizations*, 31: 81-113.

- Phillips, D. J. and Y. Kim (2009). “Why Pseudonyms? Deception as Identity Preservation among Jazz Record Companies, 1920-1929.” *Organization Science*, 20, 3: 481-499.
- 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.
- An interview on Chicago Public Radio: <http://www.wbez.org/episode-segments/marketing-jazz-early-years#>
- 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.” *Industrial and Corporate Change*, 5, 2: 453-471.
- <http://m.icc.oxfordjournals.org/reports/most-cited>; Among the top 50 most cited articles published in *Industrial and Corporate Change*.

## **BOOK REVIEWS (1)**

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

## **BUSINESS CASES (4)**

- Phillips, D. J. and A. Martin (2014). “Marissa Mayer at Yahoo!” Columbia Business School. Case Works.
- Phillips, D. J. and A. Shapiro (2013). “DateMySchool.” Columbia Business School CaseWorks.
- Phillips, D.J. and M. Bell (2012). “Leading Change at Morgan Stanley.” Columbia Business School CaseWorks.

Phillips, D.J. and G. Fernandes (2003). "Network-Based Entrepreneurship: An Interview-Based Investigation of Professional Service Firm Start-ups". University of Chicago (Polsky Center for Entrepreneurship).

## **MEDIA PRODUCTION (2)**

"The Outside" 2017. (executive producer) <https://goo.gl/YOgwMb>

- Short documentary made for the Tamer Center for Social Enterprise's ReEntry Acceleration Program (REAP), highlighting a formerly incarcerated person and their employment opportunities.

"Shaping Jazz" 2013. (executive producer) <https://vimeo.com/104042291>

- An animated summary my 2013 book, *Shaping Jazz*.

## **WORKING PAPERS AND CURRENT PROJECTS (12)**

### Working Papers (6)

#### *Valuation of Ambiguous Products and Producers*

- "Reputation Among Peers and the Fame (and Obscurity) of Artistic Innovators?" with M. Banerjee.
- "Ambiguity and the Longevity of Creative Industries: The Case of Swing through the Lens of Interdisciplinary Collaboration" with S. Coman-Ernshoff.

#### *Social Structure (Networks), Innovation and Behavior*

- "Playing Well with Others: The Effect of Early-Stage Affiliations on the Performance and Survival of New Entrants" with A. Piazza and F. Castellucci
- "A Gendered Perspective on Trust in Managerial Social Networks" with T. Slišković and D. Tipurić
- "Middle Rank Morality: Five Archival Studies and Three Experiments." with E. Anicich and A. Galinsky.
- "Pivoting into Meaninglessness: Exploring Startup Employees as Organizational Co-Creators" with K. Lee.

#### *Gender and the Professions*

- "The Single Woman Leadership Penalty: A Role Incongruity Account of Promotion Penalties toward Female Professionals." With J. Merluzzi.

### Projects at Data Coding and Analysis Stage (4)

#### *Valuation of Ambiguous Products and Producers*

- "Power in and of collaborations in creative industries" with B. Slavich and S. Svejenova.

#### *Social Structure (Networks), Innovation and Behavior*

- "Do MBAs make better entrepreneurs?" with Y. Choi, K. Hwang and E. Rawley.
- "Market Identities and Rap Lyrics" with E. Pontikes and G. Negro.
- "The Social Structure of Interdisciplinary Interaction and Production among Social Scientists" with W. Powell.

## **COURSES TAUGHT/TEACHING (9) \*=original developer of the course**

### Columbia University (Columbia Business School)

*\*Communicating Management Research (Ph.D. level)* – This course exposes students to readings and exercises that equip them to better communicate their research in three ways: (1) making short presentations; (2) writing the front-end of articles; and (3) visualizing their data. (January 2013 -).

*Introduction of Venturing (MBA level)* – This course teaches the technical (the “science”) and social (the “art”) aspects of being an entrepreneur, with the goal of providing the tools and discipline to help one determine if a good idea can translate into a good business (January 2015 - ). Co-developed and co-taught with Anne Busquet (angel investor).

*\*Venturing to Change the World (Undergraduate level)* – This course combines an intellectual foundation on innovation and creativity with the craft of being an entrepreneur. The goal of the course is to help one understand how ideas can translate into a transformative, entrepreneurial venture. (January 2016 -). Co-developed and co-taught with Amol Sarva (entrepreneur and angel investor).

*Organizational Change (MBA level)* – This course is focused on the nature and process of organizational change, and how to be an effective change agent and leader in an organization. (July 2012 -).

- Cases written: “Leading Change at Morgan Stanley,” “DateMySchool,” “Marissa Mayer at Yahoo!”
- Certified facilitator for ExperiencePoint change management simulations.

*\*Social Capital for Non-Profit Leaders (Executive level)* – These sessions examine the role of social networks and leadership at the individual, group/team, and organizational level. (March 2013 -).

#### University of Lugano (Switzerland)

*\*Organizational Theory and Entrepreneurship (Ph.D. level)* – This course begins with asking, "What is Entrepreneurship and what predicts it?" and then proceeds to address several topics where the sociologically-rooted tradition of organizational theory has made substantial contributions. (Feb 2012).

#### University of Chicago Booth School of Business

*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 approaches. (2000 – 2010).

*\*Network Structures of Effective Management (MBA level)* – This course explores a manager’s use of social capital as the product of one’s position in a social network of relationships. (1998 – 2010).

*Strategic Leadership (Executive MBA level)* – This course is the capstone for the degree granting executive program synthesizing concepts from competitive strategy, human resources management, managerial psychology, and marketing strategy, and organizational strategy. (2003 – 2010).

### **OTHER EXPERIENCE**

1992 - 1993      Vice President, Alphatech Systems, Inc., Palm Bay, Florida: I worked in an electronics and fiber optic assembly manufacturer. I headed the fiber optics product line, R&D, and returned to serve as interim CEO in 2000-2001.

1989 - 1992      Research Associate, Massachusetts Institute of Technology Lincoln Laboratory (Laser Radar Group), Hanscom AFB, Massachusetts: I worked as a civilian at Hanscom AFB on missile defense systems while getting my Master’s degree in Aeronautics and Astronautics.

**ACADEMIC PRESENTATIONS SINCE 2011 (25).** *Not including being a discussant or presentations by co-authors.*

“Ambiguity and the Longevity of Creative Industries”

- University of Edinburgh (2016, July); Hebrew University of Jerusalem (2017, January)

“Leadership and the Single Woman Penalty”

- INSEAD (2016, June)

“Communicating the Relevance of Research”

- Academy of Management 2015 Annual Meetings (2015, August)

“Editorial Receptiveness to Non-Traditional Settings”

- Academy of Management 2015 Annual Meetings (2015, August)

“What Makes Research Interesting and Worth Doing?”

- Academy of Management 2015 Annual Meetings (2015, August)

“Studying Creative Industries Through Interdisciplinary Collaboration”

- NSF conference: Facilitating the Creation and Transfer of Knowledge (2015, July)

“Water, Jazz, and the Shaping of Authenticity: An Interdisciplinary Investigation”

- Stanford University Authenticity Workshop (2015, May)

“Learning from Creation Narratives”

- Cornell University Institute for the Social Sciences (2015, April).

“Leadership and the Single Woman Penalty: A Role Expectations Account of Early Career Barriers to Promotion for Female MBAs.”

- Invited Paper: American Economic Association (ASSA) 2015 Annual Meetings

“The Specialist Discount: Negative Returns for MBAs with Focused Profiles in Investment Banking.” aka “Does Specializing Pay? Focused MBA Profiles and Starting Offer Compensation”

- University of Michigan (2014, December), University of Toronto (2014, November); University of Southern California (2014, March); Yale University (2012, November).

“The Commercialization of Swing as Innovation: A Shift from Ambiguity to Categorization (1937-1939)”

- Dartmouth College (2014, November).

“Shaping Jazz”

- Global Circulations of Jazz, Keynote Address, Paris, France (2013, June) Columbia University Center for Jazz Studies (2013, April); Duke University (2013, January).

“Empirical Issues and Extensions to the Analysis of Diversity and Innovative Recombinations”

- University of Lugano (2013, June).

“Sociological Congruence and Record Company Comparative Advantage.”

- Columbia University Center for Jazz Studies (2013, April); HEC Paris (2013, March); Duke University (2013, January); Harvard Business School (2012, October); Oxford University (2012, April).

“Geography and the Long-Run Appeal of Jazz Recordings.”

- Columbia University (2012, February).

“Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms”

- Washington University (2011, November).

“The Curious Case of Early German Jazz”

- Stanford University (2011, March).

## **MAJOR MEDIA MENTIONS/APPEARANCES (since 2011)**

Australian Financial Review, C-SPAN, Crain’s New York, MSNBC, New York Times, US News & World Report.

## **ACADEMIC AFFILIATIONS AND ASSOCIATIONS**

2013 – Present	Co-Founder: The Initiative for the Study and Practice of Organized Creativity & Culture
2012 – Present	Faculty Affiliate: Center for Jazz Studies (Columbia U.)
2012 – Present	Faculty Affiliate: Center on Organizational Innovation (Columbia U.)
1996 – Present	Member: Academy of Management
1997 – Present	Member: American Sociological Association
2000 – 2011	Faculty Affiliate: Center for the Study of Race, Politics, & Culture (U. of Chicago)
2001 – 2009	Faculty Affiliate: Alfred P. Sloan Center on Parents, Children & Work (U. of Chicago)
2009 – 2011	Faculty Associate: Population Research Center (U. of Chicago)

## **EDITORIAL BOARDS / CONSULTING EDITORSHIPS / PUBLICATION COMMITTEES**

2014 – present	Columbia University Press Publication Committee
2013 – present	Consulting Editor, Sociological Science
2011 – 2013	Consulting Editor, American Journal of Sociology
2008 – 2011	Special Editor, Organization Science Issue on Status
2006 – 2008	Management Science (Associate Editor)
2005 – 2008	Administrative Science Quarterly
2003 – 2006	Sociological Methodology

## **AD HOC REVIEWER**

Academy of Management Journal; Academy of Management Review; American Economic Review; American Journal of Sociology; American Sociological Review; Industrial and Corporate Change; National Science Foundation; Organization Science; Poetics; Work and Occupations.

## PHD DISSERTATION COMMITTEE & POSTDOC SPONSORING:

\* = currently matriculating

### Chair/Co-Chair (10):

<u>Name</u>	<u>Department (Institution)</u>	<u>Initial Employment</u>
Mitali Banerjee	Business (Columbia)	HEC Paris
Ayelet Ben-David	Business (U. Chicago)	Private Sector
Aleksios Gotsopoulos	Business (U. Chicago)	Boston University (Post Doc)
Eunjung Hyun	Business (U. Chicago)	Hitotsubashi University
Dana Kanze	Business (Columbia)	*
Young-Kyu Kim	Business (U. Chicago)	Harvard Law School (Post Doc)
Russell Lemler	Business (Columbia)	U.S. Army (Major), West Point
Daniela Lup	Business (U. Chicago)	London School of Economics
Alessandro Piazza	Business (Columbia)	*
Edward Smith	Business (U. Chicago)	University of Michigan (Business)

### Dissertation Committee Member (24):

<u>Name</u>	<u>Department (Institution)</u>	<u>Initial Employment</u>
Ifeoma Ajunwa	Sociology (Columbia)	Cornell ILR
Eric Anicich	Business (Columbia)	University of Southern California
Noah Askin	Business and Sociology (U. Chicago)	INSEAD
Yoonjin Choi	Business (Columbia)	*
Sonia Coman	Art History (Columbia)	*
Kim de Laat	Sociology (U. Toronto)	*
Waverly Ding	Business (U. Chicago)	University of California – Berkeley (Business)
Mindy Douthit	Business (U. Chicago)	Northwestern Univ. (Education)
Sheila Goins	Business (U. Chicago)	University of Illinois - Chicago (Business)
Eric Hedberg	Sociology (U. Chicago)	National Opinion Research Center
Claudius Hildebrand	Business (Columbia)	Private Sector
Yuan Hou	Business (U. Chicago)	Wharton (Post Doc)
Scott Jeffrey	Business (U. Chicago)	University of Waterloo (Business)
Zong-Rong Lee	Sociology (U. Chicago)	Academia Sinica – Taiwan (Sociology)
Steven Mandis	Sociology (Columbia)	Columbia University (Business)
Greg Liegel	Sociology (U. Chicago)	Private Sector
Jennifer Merluzzi	Business (U. Chicago)	Tulane University (Business)
Michael Mauskapf	Business (Northwestern – Kellogg)	*
Salih Zeki Ozdemir	Business (U. Chicago)	Australian Graduate School of Business
Lionel Paoella	Business (HEC Paris)	Cambridge University (Business)
Alicja Reuben	Business (Columbia)	Manhattan College (Business)
Gawin Tsai	Sociology (U. Chicago)	Duke University (Post Doc)
Jose Uribe	Business (Columbia)	University of Michigan (Business)
Taintain Yang	Sociology (UNC)	Duke University (Sociology)

### Post Doc Sponsoring (1):

<u>Name</u>	<u>PhD Institution</u>	<u>Subsequent Employment</u>
M. Pilar Opazo	Columbia (Sociology)	*

### Students Working with on Non-Dissertation or Pre-Dissertation Projects (5):

<u>Name</u>	<u>PhD Institution</u>
Kylie Huang	Business (Columbia)
Kevin Lee	Business (NYU)
Edy Moulton	Business (Columbia)
James Riley	Business (MIT)
Jenna Song	Business (Columbia)



## HONORS AND AWARDS (since 2011)

2016	Inaugural Faculty Speaker for Mendelson Center for Undergraduate Business Initiatives
2016	Nominated and Selected as NationSwell Council Member
2016	Invited to White House to Meet and Advise on the Reentry of Formerly Incarcerated Individuals (invited three times, attended twice).
2014	Finalist for the Academy of Management's George R. Terry Book Award for <i>Shaping Jazz: Cities, Labels, and the Global Emergence of an Art Form</i> .
2014	Best Published Paper Award Finalist, Academy of Management OMT Division for "Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms."
2010 - 2011	Fellow: The Center for Advanced Study in the Behavioral Sciences at Stanford - CASBS (for Class of 2010-2011)
2008 - 2011	Elected to Economic Sociology Executive Council of the ASA
2008 - 2011	Elected as Representative-at-Large for the Organization and Mgmt Theory Division of the Academy of Mgmt

## UNIVERSITY AND PROFESSIONAL SERVICE (Since 2011)

2016	Co-Organizer of Solutions to Post-Incarceration Employment and Entrepreneurship
2015 – present	Co-Director of the Tamer Center for Social Enterprise (beginning July 2015)
2014 – present	Promotion and Tenure Committee, Columbia Business School.
2014 – 2015	Chair: Columbia Business School Entrepreneurship Faculty Director Search Committee
2014	Session Organizer, Social Networks, American Sociological Association.
2014	Conference Co-Organizer: "Mind.Brain.Jazz", Columbia University.
2014	Interim Chair, Management Division, Columbia Business School.
2013 – 2016	Member, Provostial Committee on Entrepreneurship at Columbia University.
2013	Research Symposium Co-Organizer: "The Big Big Question: Can My Company, University or Organization Change?" Columbia University.
2013	Scientific Committee Member: "Global Circulations of Jazz"
2012 – 2013	Chair: Strategy CDA Search Committee
2008 – 2011	Representative-at-Large: Organization and Management Theory Division, Academy of Management.
2008 – 2011	Economic Sociology Council Member: American Sociological Association
2008 – 2011	Chicago Booth Ad Hoc Committee on Leadership
2006 – 2011	Junior Faculty Recruiter: Chicago Booth, Organizations and Markets
2003 – 2011	PhD Advisor/Coordinator: Chicago Booth, Organizations and Markets

## OUTSIDE ACTIVITIES (Since 2011)

2016 – present	NationSwell Council Member
2016 – present	Refoundry Board Member

## HOBBIES AND LEISURE ACTIVITIES

- Spending Time with Family
- Jazz Listening and Learning