

Michael Dunn

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ACADEMIC APPOINTMENTS

2024–	Associate Professor Department of Management and Business, Skidmore College
2018–2024	Assistant Professor Department of Management and Business, Skidmore College
2015–2018	Teaching Fellow Department of Sociology, University of North Carolina at Chapel Hill
2014–2016	Assistant Director of Undergraduate Studies Management and Society Major, University of North Carolina at Chapel Hill
2014–2015	Research Assistant to Arne Kalleberg University of North Carolina at Chapel Hill
2012–2014	Teaching Assistant Department of Sociology, University of North Carolina at Chapel Hill

EDUCATION

2018	Ph.D., Sociology University of North Carolina at Chapel Hill Committee: Arne Kalleberg, Howard Aldrich, Jerry Davis, Jacqueline Hagan, Zeynep Tufekci
2015	M.A., Sociology University of North Carolina at Chapel Hill
2000	M.B.A. Paul Merage School of Business, University of California, Irvine
1997	B.A., Sociology University of Washington, Seattle

Publications

2026	Kim, Pyeonghwa, Michael Dunn , Steven Sawyer, and Tim Lewandowski. “Occupational Diversity and Stratification in Platform Work: A Longitudinal Study of Online Freelancers.” <i>Proceedings of the ACM on Human-Computer Interaction</i> . (forthcoming)
2026	Pulignano, Valeria, and Michael Dunn . “Unpaid Labour, Precarious Work and Job Quality: Implications for Health and Well-Being.” In <i>Occupational Health in a New World of Work</i> , Handbook Series in Occupational Health Sciences. (forthcoming)
2025	Pulignano, Valeria, and Michael Dunn . “Studying Precarious Work in Times of ‘Societal Turbulence’: Unpaid Labour and Work-Life Balance Deprivation.” In <i>Job Quality in Turbulent Times</i> , edited by Agnieszka Piasna and Janine Leschke. (forthcoming)
2025	Kim, Pyeonghwa, Michael Dunn , and Steven Sawyer. “Gender and Careers in Platform-Mediated Work: A Longitudinal Study of Online Freelancers.” <i>Proceedings of the ACM on Human-Computer Interaction</i> 9(CSCW7): 425, 1–31.
2025	Kim, Pyeonghwa, Charis Owuraku Asante-Agyei, Isabel Munoz, Michael Dunn , and Steven Sawyer. “Decoding the Meaning of Success in Platform Work: Worker-Centered Perspectives.” <i>Proceedings of the ACM on Human-Computer Interaction</i> 9(CSCW2): 59, 1–29.
2024	Munoz, Isabel, Pyeonghwa Kim, Clea O’Neil, Michael Dunn , and Steven Sawyer. “Platformization of Inequality: Gender and Race in Digital Labor Platforms.” <i>Proceedings of the ACM on Human-Computer Interaction</i> 8(CSCW1): 108, 1–22.

- 2023** **Dunn, Michael**, Isabel Munoz, Clea O’Neil, and Steven Sawyer. “The Great Realization: Online Freelancers and the Meaning of Flexibility.” In *Ethnographies of Work* (Research in the Sociology of Work, Vol. 35), edited by R. Delbridge, M. Helfen, A. Pekarek, and G. Purser, 139–156. Leeds: Emerald.
- 2023** **Dunn, Michael**, Isabel Munoz, and Mohammad Jarrahi. “Dynamics of Flexible Work and Digital Platforms: Task and Spatial Flexibility in the Platform Economy.” *Digital Business* 3(1): 100052.
- 2022** Munoz, Isabel, **Michael Dunn**, Steven Sawyer, and Emily Michaels. “Platform-mediated Markets, Online Freelance Workers and Deconstructed Identities.” *Proceedings of the ACM on Human–Computer Interaction*, 6(CSCW2): 1–24.
- 2022** Munoz, Isabel, Steven Sawyer, and **Michael Dunn**. “New futures of work or continued marginalization? The rise of online freelance work and digital platforms.” In *Proceedings of the 2022 Symposium on Human-Computer Interaction for Work (CHIWORK ’22)*, 1–7.
- 2022** Munoz, Isabel, **Michael Dunn**, and Steven Sawyer. “Flexibility, Occupation and Gender: Insights from a Panel Study of Online Freelancers.” In *Information for a Better World: Shaping the Global Future*, edited by M. Smits, 311–318.
- 2021** **Dunn, Michael**, Isabel Munoz, and Steven Sawyer. “Gender Differences and Lost Flexibility in Online Freelancing During the COVID-19 Pandemic.” *Frontiers in Sociology* (6):738024.
- 2021** Jarrahi, Mohammad, Gemma Newlands, Brian Butler, Saiph Savage, **Michael Dunn**, and Steven Sawyer. “Flexible Work and Personal Digital Infrastructures.” *Communications of the ACM* 64(7): 72–79.
- 2020** **Dunn, Michael**. “Making Gigs Work: Digital Platforms, Career Strategies and Job Quality.” *New Technology, Work and Employment* 35(2): 232–249.
- 2020** Stephany, Fabian, **Michael Dunn**, Steven Sawyer, and Vili Lehdonvirta. “Distancing bonus or downscaling loss? The changing livelihood of US online workers in times of COVID-19.” *Journal of Economic and Social Geography (Tijdschrift voor economische en sociale geografie)* 111(3): 561–573.
- 2020** Sutherland, Will, Mohammad Jarrahi, **Michael Dunn**, and S.B. Nelson. “Work Precarity, Gig Literacies, and Online Freelancing.” *Work, Employment and Society* 34(3): 457–475.
- 2020** Sawyer, Steve, **Michael Dunn**, Isabel Munoz, Fabian Stephany, Raghav Raheja, Gabrielle Vaccaro, and Vili Lehdonvirta. “Freelancing online during the COVID-19 pandemic.” <https://www.microsoft.com/en-us/research/publication/freelancing-online-during-the-covid-19-pandemic/>.
- 2020** Sawyer, Steve, **Michael Dunn**, J.P. Rancy, Isabel Munoz, Raghav Raheja, Gabrielle Vaccaro, Alaina Caruso, Haley Weller, and Lily Moffly. “Freelancing and Labor in the Digital Economy.” <https://www.microsoft.com/en-us/research/publication/freelancing-and-labor-in-the-digital-economy/>.
- 2019** **Dunn, Michael**. “Educational Pathways and Labor Market Outcomes of Children of Immigrants.” *International Education Studies* 12(12): 44–54.
- 2019** **Dunn, Michael**. “Hustle and Gig: Struggling and Surviving in the Sharing Economy (Book Review).” *Social Forces* 98(2): 1–3.
- 2017** **Dunn, Michael**. “Digital Work: New Opportunities or Lost Wages?” *American Journal of Management* 17(4): 10–27.
- 2017** **Dunn, Michael**, and Arne L. Kalleberg. “Does College Focus Matter? Explaining Differences in Labor Market Outcomes Among Community Colleges.” *Journal of Educational Issues* 3(1): 189–213.
- 2016** Kalleberg, Arne L., and **Michael Dunn**. “Good Jobs, Bad Jobs in the Gig Economy.” *Perspective on Work* 20(2): 10–14.
- 2016** **Dunn, Michael**, and Arne L. Kalleberg. “Explaining Differences in Performance Among Community Colleges in North Carolina: A CAPSEE Working Paper.” *Center for Analysis of Postsecondary Education and Employment*.

- 2015** Kalleberg, Arne L., and **Michael Dunn**. "Institutional Determinants of Labor Market Outcomes for Community College Students in North Carolina." *Community College Review* 43(3): 224–244.

Manuscripts in Submission

Dunn, Michael, Jina Mao, and Mohammad Jarrahi. "On or Off the Platform? Relational Work and Platform Dependence in Online Freelancing." (under review)

Dunn, Michael, Isabel Munoz, Pyeonghwa Kim, Clea O'Neil, Heba Salman, and Steven Sawyer. "The Emergence of Transactional Careers: The Evolution of Professional Work in the Platform Economy." (under review)

Manuscripts in Preparation

Sawyer, Steven, Isabel Munoz, and **Michael Dunn**. "Upwork Just Did What? Studying Digital Platforms (or How to Observe Something That Doesn't Want to Be Observed)." (manuscript in progress)

Dunn, Michael. "Platform Workers, Virtual Migration and Geographic Sovereignty." (manuscript in progress)

Dunn, Michael. "Algorithmic Exposure: Worker Health and Safety in the Era of Digital Platforms." (analysis in progress)

Grants and Fellowships

- 2024–** **National Science Foundation (#2403251)**. "Empowering Online Freelancers using Value-Sensitive Design to Amplify Human-AI Interaction." Role: Co-PI.
- 2022** **Skidmore College Internal Research Grant**. "Platform Entrepreneurs: Firm Creation in the Age of Digital Platforms." Role: PI.
- 2021–** **National Science Foundation (#2121638)**. "The Market is the Interface: Online Labor Platforms and Contingent Knowledge Work." Role: Co-PI.
- 2019** **Syracuse University CUSE Grant Program**. "Trajectories of Work in the Gig-Work Economy." Role: Co-PI.
- 2015–2017** **Bureau of Labor Statistics**. "Visiting Researcher, Wages and Occupations."
- 2014–2015** **UNC Department of Sociology**. "Pilot Program Grant."
- 2009–2012** **National Institute of Environmental Health Sciences (2105 G NA29; Delp, PI)**. Role: Program Manager, Program Director, Acting sub-grantee PI (UW).
- 2010–2011** **Department of Labor (OSHA SHTG-FY-10-01; Hecker, PI)**. Role: Program Manager.
- 2009–2010** **National Institute of Environmental Health Sciences (ES006173-18S1; Delp, PI)**. Role: Program Manager.
- 2005** **National Institute of Environmental Health Sciences (U45 ES006173; Riley, PI), UW sub-awardee**. Role: Program Manager, Program Director.

Selected Invited Talks, Papers Presented and Conference Activity

- 2024** **Dunn, Michael**, Isabel Munoz, Pyeonghwa Kim, Clea O'Neil, Heba Salman, and Steven Sawyer. "The Emergence of Transactional Careers: The evolution of professional work in the platform economy." Academy of Management Annual Conference, Chicago IL, August 9–14.
- 2024** **Dunn, Michael**, Isabel Munoz, Pyeonghwa Kim, Clea O'Neil, Heba Salman, and Steven Sawyer. "The Emergence of Transactional Careers: The evolution of professional work in the platform economy." Academy of Management Careers Division Community Conference, Amsterdam, NL, April 17–18.

- 2024** **Dunn, Michael**, Isabel Munoz, Pyeonghwa Kim, Clea O’Neil, Heba Salman, and Steven Sawyer. “The Emergence of Transactional Careers: The evolution of professional work in the platform economy.” Eastern Sociological Association Annual Meeting, Washington D.C, February 29 – March 3.
- 2024** **Dunn, Michael**. “The Algorithm Me Do It.” “College for a Day” Series, Sponsored by Bryn Mawr, Connecticut, Mills, Mount Holyoke, Sweet Briar, Skidmore, Smith, Vassar, and Wellesley Colleges, Denver, CO, January 8.
- 2023** Sawyer, Steven, Isabel Munoz, **Michael Dunn**, and Pyeonghwa Kim. “Work Trajectories: Evidence from an Online Freelance Labor Market.” American Sociological Association Annual Meeting Pre-Conference Workshop on Platform Economies, Philadelphia, PA, August 17.
- 2023** **Dunn, Michael**, Isabel Munoz, and Steven Sawyer, Clea O’Neil, and Pyeonghwa Kim. “Flexibility, Identity and Career Trajectories of Online Freelance Gig Workers.” Academy of Management Annual Conference, Boston, MA, August 4–8.
- 2022** Sawyer, Steven, Isabel Munoz, and **Michael Dunn**. “Upwork just did what? Studying digital platforms (or how to observe something that does not want to be observed).” Workshop on the Changing Nature of Work (CnoW), Copenhagen, DK, December 2022.
- 2022** Munoz, Isabel, **Michael Dunn**, and Steven Sawyer. “Platform-mediated Markets, Online Freelance Workers and Deconstructed Identities.” Proceedings of the ACM Conference on Computer-Supported Cooperative Work (CSCW), Taipei, Taiwan, November 12–16, accepted.
- 2022** Sawyer, Steven, Isabel Munoz, and **Michael Dunn**. “Upwork just did what? Studying digital platforms (or how to observe something that does not want to be observed).” Reimagining Platforms Symposium, Edinburgh, UK, October 31-November 2, 2022.
- 2022** Mao, Jina, **Michael Dunn**, and Mohammad Jarrahi. “Exchange Without Relationships? Platformic management of freelancer-client interactions on digital platforms.” American Sociological Association Annual Meeting, Los Angeles, CA, August 5–9, accepted.
- 2022** Munoz, Isabel, Steven Sawyer, and **Michael Dunn**. “New futures of work or continued marginalization? The rise of online freelance work and digital platforms.” Symposium on Human-Computer Interaction for Work (CHIWORK ’22), Durham, NH, June 8–9.
- 2022** Steven Sawyer, Isabel Munoz, and **Michael Dunn**. “Upwork just did what? Study digital platforms (or how to observe something that doesn’t want to be observed).” Work in the Age of Intelligent Machines Working Conference (WAIM’22), Washington DC, June 6–7, accepted.
- 2022** Munoz, Isabel, **Michael Dunn**, and Steven Sawyer. “Flexibility, Occupation, and Gender: Insights from a Panel Study of Online Freelancers.” International Conference on Information – iConference 2022: Information for a Better World: Shaping the Global Future. Virtual, February 28-March 4.
- 2021** **Dunn, Michael**. “Impacts of COVID-19 on Online Freelance Workers.” British Sociological Association Work, Employment and Society Conference 2021. Virtual, August 25.
- 2021** Sawyer, Steven, and **Michael Dunn**. “Online Freelance Work: Market Arrangements and Continued Inequities.” Industries Studies Association Annual Meeting, Virtual, June 3.
- 2020** Sawyer, Steven, Isabel Munoz, **Michael Dunn**, Fabian Stephany, Raghav Raheja, Gabrielle Vaccaro, and Vili Lehdonvirta. “Freelancing Online During the COVID-19 Pandemic.” Microsoft Future of Work Symposium, Virtual, August 3–5.
- 2020** Sawyer, Steven, Isabel Munoz, Alaina Caruso, **Michael Dunn**, Raghav Raheja, Haley Weller, Jean-Phillipe Rancy, Gabrielle Vaccaro, and Lily Moffly. “Position Paper: Freelancing and Labor in the Digital Economy.” Microsoft Future of Work Symposium, Virtual, August 3–5.
- 2020** Mao, Jina, and **Michael Dunn**. “Relational control in online freelancing: A labor process analysis of knowledge work in the platform economy.” Academy of Management Annual Conference, Virtual. August 6–10. (Accepted, not attended – due to COVID-19 pandemic).

- 2020** **Dunn, Michael.** “Algorithmic Exposure: Worker health and safety in the era of digital platforms.” Environmental Health Seminar Series, University of Washington, Seattle, May 7.
- 2020** Mao, Jina, and **Michael Dunn.** “Professional or day laborer? Professional work in the age of digital platforms.” Eastern Sociological Society Annual Conference, Philadelphia, PA, February 28-March 1.
- 2018** **Dunn, Michael.** “Making Gigs Work: Workers, Digital Platforms, and Labor Market Strategies.” Academy of Management Annual Conference, Chicago, IL, August 11–15.
- 2017** **Dunn, Michael.** “Using Technology to Increase Teaching Efficacy and Inclusivity.” Western Regions University Consortium Trainers’ Exchange, University of California – Los Angeles, April 9–12.
- 2017** **Dunn, Michael,** and Arne L. Kalleberg. “Does College Focus Matter? Explaining Differences in Performance Among Community Colleges in North Carolina.” CAPSEE Annual Conference, Washington, DC, April 6–7.
- 2016** **Dunn, Michael.** “Digital Work: Lost Wages or New Opportunities?” Academy of Management Annual Conference, Anaheim, CA, August 5–9.
- 2016** **Dunn, Michael.** “Work in the Gig Economy.” American Sociological Association Economic Sociology mini-conference, Seattle, WA, August 18–19.
- 2015** **Dunn, Michael.** “Going, Going, Gone: The Online Labor Market and the Global Reverse Auction for Jobs.” American Sociological Association Annual Meeting, Chicago, IL, August 22–25.
- 2015** **Dunn, Michael.** “Educational Pathway and Labor Market Outcomes for Children of Immigrants.” American Sociological Association Annual Meeting, Chicago, IL, August 22–25.
- 2014** Session Chair, “Emerging Occupations on the Internet,” Conference on Dynamics of Virtual Work: The Transformation of Labor in a Digital Global Economy, London, England, September 3–5.

Teaching

Skidmore College

Introduction to Business and Organization Management	Fall 2018, Spring 2019, Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2024, Spring 2025, Fall 2026
Coaching Experience	Spring 2023, Fall 2023, Spring 2024, Spring 2026
Capstone: Strategic Management	Spring 2019, Fall 2019, Spring 2020
The American Immigrant Experience (First-Year Experience, Scribner Seminar)	Fall 2021

University of North Carolina at Chapel Hill

Sociological Perspectives	Fall 2016, Spring 2017, Fall 2017
The Labor Force	Spring 2014
Contemporary Migration in the United States	Fall 2013
Economic and Social Justice	Fall 2012

Other Professional Experience

- 2011–2012** **Director of Continuing Education and Outreach**
Department of Environmental and Occupational Health Sciences, University of Washington
- 2005–2011** **Director, Pacific Northwest OSHA Education Center**
Department of Environmental and Occupational Health Sciences, University of Washington

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| 2004–2005 | Director of Marketing and Outreach
University of Washington |
| 2003–2004 | Product Manager
UW Extension, University of Washington |
| 2001–2003 | Product Manager, Voice Messaging Suite
AT&T Wireless Services |
| 2000–2001 | Product Development Manager
AT&T Wireless Services |
| 1999 | U.S. Senate Intern
Office of Senator Barbara Boxer, United States Senate |
| 1998–1999 | Marketing Associate
The Phelps Group |
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Professional Associations

- American Sociological Association, 2012–present
 - Academy of Management, 2015–present
 - Prospanica (formerly National Society of Hispanic MBAs), 2000–present
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Languages

- English** — Native
- Spanish** — Advanced reading, writing, and speaking