

# Michael Dunn

## Curriculum Vitae

Department Management and Business  
Skidmore College  
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### EDUCATION

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

### 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, Dept. of Sociology, University of North Carolina at Chapel Hill
- 2014-2016 Assistant Director of Undergraduate Studies, Management and Society Major,  
University of North Carolina, Chapel Hill
- 2014-2015 Research Assistant, Arne Kalleberg, University of North Carolina at Chapel Hill
- 2012-2014 Teaching Assistant, Dept. of Sociology, University of North Carolina at Chapel Hill

### PUBLICATIONS

- 2025 Pulignano, Valeria, Michael Dunn. "Studying Precarious Work in Times of 'Societal Turbulence': Unpaid Labour and Work-Life Balance Deprivation". In *Job Quality in Turbulent Times*, edited by Agnieszka Piasna and Janine Leschke. (forthcoming)

- 2025 Kim, Pyeonghwa, Charis Owuraku Asante-Agyei, Isabel Munoz, Michael Dunn, Steven Sawyer. "Decoding the Meaning of Success in Platform Work: Worker-Centered Perspectives". Proceedings of the ACM on Human-Computer Interaction (CSCW). (forthcoming).
- 2025 Kim, Pyeonghwa, Dunn, M., and Sawyer, S. "Gender and Careers in Platform-Mediated Work: A Longitudinal Study of Online Freelancers". Submitted to Proceedings of the ACM on Human-Computer Interaction (CSCW) (forthcoming).
- 2024 Munoz, Isabel, Pyeonghwa Kim, Clea O'Neil, Michael Dunn, and Steven Sawyer. "Platformization of Inequality: Gender and Race in Digital Labor Platforms," Proceedings of the ACM on Human-Computer Interaction, 8(CSCW1): 108, 1-22.
- 2023 Dunn, Michael, Isabel Munoz, Clea O'Neil, Steven Sawyer. "The Great Realization: Online Freelancers and the Meaning of Flexibility," Delbridge, R., Helfen, M., Pekarek, A. and Purser, G. (Ed.) Ethnographies of Work (Research in the Sociology of Work, Vol. 35), Emerald Publishing Limited, Leeds, pp. 139-156.
- 2023 Dunn, Michael, Isabel Munoz, Mohammad Jarrahi. "Dynamics of flexible work and digital platforms: Task and spatial flexibility in the platform economy." Digital Business 3(1): 10052
- 2022 Munoz, Isabel, Michael Dunn, Steven Sawyer, 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, Steve Sawyer, and Michael Dunn. "New futures of work or continued marginalization? The rise of online freelance work and digital platforms," In *2022 Symposium on Human-Computer Interaction for Work* (pp.1-7).
- 2022 Munoz Isabel, Michael Dunn, and Steve Sawyer. "Flexibility, Occupation and Gender: Insights from a Panel Study of Online Freelancers." In: Smits, M. (eds) *Information for a Better World: Shaping the Global Future*, (13192): 311-318.
- 2021 Dunn, Michael, Isabel Munoz, Steven Sawyer. "Gender Differences and Lost Flexibility in Online Freelancing During the COVID-19 Pandemic". *Frontiers in Sociology*. (6):738024.
- 2021 Mohammed, Jarrahi, Gemma Newlands, Brian Butler, Saiphe Savage, Michael Dunn, 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, Steve Sawyer, 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, Mohammed Jarrahi, Michael Dunn, 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.

## **In Submission**

Dunn, Michael, Jina Mao, and Mohammed Jarrahi. “On or off the platform? Relational Work and platform dependence in online freelancing”. (Under Review)

Dunn, Michael, Munoz Isabel, 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)

## **In Preparation**

Steve 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),” (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 Collaboration for Unprecedented Success and Excellence (CUSE) Grant Program, “Trajectories of Work in the Gig-Work Economy.”  
Role: Co-PI.
- 2005 - National Institute of Environmental Health Sciences (U45 ES006173 Riley (PI))  
UW sub-awardee. Roles: Program Manager, Program Director
- 2015-2017 Visiting Researcher – Bureau of Labor Statistics – Wage and Occupations
- 2014-2015 Department of Sociology Pilot Program Grant
- 2009-2012 National Institute of Environmental Health Sciences (2105 G NA29: Delp (PI))  
Roles: 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

### **INVITED TALKS, PAPERS PRESENTED AND CONFERENCE ACTIVITY**

- 2024 Dunn, Michael, Munoz Isabel, 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, Munoz Isabel, 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, Munoz Isabel, 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, 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), Tapei, 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, SC, October 31-November 2, 2022.
- 2022 Mao, Jina, Michael Dunn, and Mohammed 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, Steve 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 Steve 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 Steve 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 Michael Dunn. "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, Steve, 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, Steve, Isabel Munoz, Aliana 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 Michael Dunn. "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 Michael Dunn. "Making Gigs Work: Workers, Digital Platforms, and Labor Market Strategies." Academy of Management Annual Conference, Chicago, IL, Aug 11-15.
- 2017 Michael Dunn. "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, w/ Arne Kalleberg, CAPSEE Annual Conference, Washington DC, April 6-7.
- 2016 Michael Dunn. "Digital Work: Lost Wages or New Opportunities?" Academy of Management Annual Conference, Anaheim, CA, August 5-9.
- 2016 Michael Dunn. "Work in the Gig Economy." American Sociological Association Economic Sociology mini-conference, Seattle, WA, August 18-19.
- 2015 Michael Dunn. "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 Michael Dunn. "Educational Pathway and Labor Market Outcomes for Children of Immigrants." American Sociological Association Annual Meeting, Chicago, IL, August 22-25.
- 2014 Emerging Occupations on the Internet (Session Chair), Conference on Dynamics of Virtual Work: The Transformation of Labor in a Digital Global Economy, London, England, September 3-5.

## **TEACHING**

### **Skidmore College**

Coaching Experience (Spring 2023, Fall 2023, Spring 2024)

Introduction to Business and Organization Management (Fall 2018, Spring 2019, Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2024, Spring 2025)

Capstone Strategic Management (Spring 2019, Fall 2019, Spring 2020)

The American Immigrant Experience – First Year Experience Scribner (Fall 2021)

**University of North Carolina, 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, University of Washington,  
Department of Environmental and Occupational Health Sciences

2005-2011 Director of Pacific NW OSHA Education Center, University of Washington,  
Department of Environmental and Occupational Health Sciences

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 US Senate Intern, Senator Barbara Boxer, United States Senate

1998-1999 Marketing Associate, The Phelps Group

**PROFESSIONAL ASSOCIATIONS**

American Sociological Association, 2012 - present

Academy of Management, 2015 - present

National Society of Hispanic MBAs (now Prospanica), 2000 – present

**LANGUAGES**

English: Native

Spanish: Advanced reading, writing, speaking