

Carson W. Phillips

Management & Organizations and Sociology
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EDUCATION

Ph.D. Joint Degree in Management & Organizations and Sociology Northwestern University, Evanston, IL	<i>expected 2027</i>
M.S. in Management & Organizations and Sociology Northwestern University, Evanston, IL	<i>2022</i>
M.A. in Educational Policy and Leadership Studies University of Iowa, Iowa City, IA	<i>2016</i>
B.A. in Sociology (<i>High Honors</i>) and Afroamerican and African Studies University of Michigan, Ann Arbor, MI	<i>2014</i>

DISSERTATION

Title: “Unequal Bytes: The Organizational Production of Behavioral Information”
Committee: Forrest Briscoe, Bruce Carruthers, Brayden King (Chair), Hatim Rahman, Lincoln Quillian

RESEARCH AGENDA

My research examines how organizations strategically use digital technologies to learn about their environments and how these practices shape visibility, organizational attention, and inequality. I study how organizations differ in the types of information they collect, how organizational data collection strategies interact with user behavior to produce unequal levels of visibility, and the role of political conflict in shaping consumer markets for home surveillance devices. I combine organizational theory with digital audit experiments and computational data collection methods to investigate how digital technologies affect what organizations can see and know, and how these processes produce inequalities in visibility and privacy.

WORKING PAPERS

Phillips, C. “The Surveillant Reflex: Political Threat and the Market Expansion of Home Surveillance” (job market paper, targeting *Administrative Science Quarterly*)

Phillips, C., & Quillian, L. “Digital Redlining in College Recruitment: How Search Location Shapes Access to Information” (preparing for submission to the *American Journal of Sociology*)

WORK IN PROGRESS

“Digital Tracking Technologies and Organizational Strategy in the Field of Higher Education.” (currently revising)

“Disparities in Behavioral Visibility.” (completing analysis)

“Organizations and Manufactured Transparency in the Age of Surveillance” (data collection)

“Mapping the Landscape of State and Private Surveillance Systems.” (data collection)

“Domestic Partner Health Insurance Coverage in the U.S. after Obergefell v. Hodges” (with Christine Percheski)

SELECTED PUBLICATIONS

Barnhardt, C., Young, R., Sheets, J., **Phillips, C. W.**, Parker, III, E. T., & Reyes, K. A. (2017). Campus strategic action in the Fisher case: Organizational stakeholder advocacy across the field of higher education. *Research in Higher Education*, 58(3), 313-339.

BOOK CHAPTERS

Barnhardt, C. L., & **Phillips, C. W.** (2017). A developmental perspective on organizing for social responsibility: A task for higher education organizations and scholars. In J. Huisman, M. Tight (Eds.) *Theory and Method in Higher Education Research*, pp. 77-97. Bingley, UK: Emerald Publishing Limited.

PRESENTATIONS

“Measuring Disparities in Individual Exposure to Digital Surveillance”

- American Sociological Association (ASA), Chicago, IL *Aug. 2025*
- Kellogg-Booth Student Symposium, University of Chicago *May 2025*
- Applied Quantitative Methods Workshop, Northwestern University *Feb. 2025*

“Digital Redlining in College Recruitment: How Exposure to College-related Search Results Differs across Geographic Locations”

- Kellogg-Booth Student Symposium, University of Chicago *May 2026*
- Society for the Advancement of Socio-Economics (SASE), Limerick, IE *June 2024*
- American Sociological Association (ASA), Philadelphia, PA *Aug. 2023*

“Digital Surveillance Ecosystems in the Field of Higher Education”

- Academy of Management, OMT Doctoral Consortium, Copenhagen, DK *July 2025*
- Academy of Management, Social Issues Doctoral Consortium, Chicago, IL *Aug. 2024*
- Oxford Centre for Corporate Reputation, Junior Scholar PDW, Oxford, UK *Aug. 2023*
- European Group for Organizational Studies (EGOS), Cagliari, IT *July 2023*
- XV Medici Summer School in Management Studies, MIT, Boston, MA *June 2023*

- Social Movements & Enterprise Workshop, Northwestern University *May 2021*
- MORS Graduate Research Symposium, Northwestern University *Nov. 2021, 2022*

“The Uneven Gaze: Exploring Geographic Variation in Exposure to Digital Tracking”

- Applied Quantitative Methods Workshop, Northwestern University *Oct. 2022*

“Domestic Partner Health Insurance Coverage in the U.S. after Obergefell v. Hodges”

- Law & Society Association (LSA), San Juan, PR *June 2023*

AWARDS, GRANTS, AND HONORS

- Departmental Nominee, Northwestern Presidential Fellowship (2025)
- MacArthur Summer Research Fellowship with Beth Redbird (2023)
- International Conference Travel Grant, NU Buffett Institute for Global Affairs (2023)
- MacArthur Summer Research Fellowship with Christine Percheski (2022)
- Honorable Mention, Ford Foundation Predoctoral Fellowship Program (2020)
- Graduate Research Grant, Sociology Department, Northwestern University (2020-2023)
- Benjamin A. Gilman Scholarship, Institute of International Education (2012)

SERVICE

MORS Student Mentorship Program (2020-current)

Panelist: Introduction to Diversity in Doctoral Education and Scholarship Program -
IDDEAS@Kellogg/Booth (2023)

Organizer: Kellogg Social Movements Workshop at Northwestern (2020-2022)

MORS Graduate Student Admissions Committee Member (2021)

MORS Coordinator for Graduate Student Recruitment (2020)

TEACHING EXPERIENCE

Northwestern University, Kellogg School of Management

Leadership and Organizations (Full-time MBA and Executive MBA)

- Teaching Assistant for Professor Brian Uzzi (2023, 2022, 2021)
- Teaching Assistant for Professor Adam Waytz (2020)

Leading and Managing Teams (Full-time MBA)

- Teaching Assistant for Professor Maryam Kouchaki (2023)

Northwestern University, Weinberg College

- Graduate Statistics Sequence, Sociology Department (2020 – 2021)
 - o Introduction to Statistics for Professor Jean Clipperton
 - o Regression Analysis I (linear) for Professor Lincoln Quillian
 - o Regression Analysis II (logistic) for Professor Julia Behrman
- Introduction to Sociology for Professor David Schieber (2020)

PROFESSIONAL EXPERIENCE

Institutional Research Analyst 2016-2019
Office of Budget and Planning, University of Michigan

Graduate Research Fellow 2014-2016
Center for Research on Undergraduate Education, University of Iowa