

Davon Norris

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ACADEMIC APPOINTMENTS

The University of Michigan

2024- Assistant Professor of Organizational Studies and Sociology (by courtesy)
2023- Faculty Associate at The Stone Center for Inequality Dynamics
2022-2024 LSA Collegiate Fellow
2022- Research affiliate: Michigan Institute for Data Science; Poverty Solutions Initiative; Science, Technology, and Society Program

EDUCATION

2022 Ph.D., Sociology, The Ohio State University
Dissertation: "How All Data Became Credit Data: The Logic of Scoring and the Limits to Racial Inclusion in an Algorithmic Age"
2018 M.A., Sociology, The Ohio State University.
2014 B.S., Accounting, The Ohio State University, *Magna Cum Laude*

RESEARCH AND TEACHING INTERESTS

Economic sociology, political economy, race/racism, valuation, credit and debt, municipal finance

PUBLICATIONS

Peer-reviewed articles

Forth **Norris, Davon.** "A Racialized Engine of Anxiety? Race, Reactivity, and the Uneven Tax of Living Scored." *Administrative Science Quarterly*
- Media: [The New York Times Magazine](#)

Forth Soener, Matthew and **Davon Norris.** "The Wages of Investor Power: Shareholder Exploitation in Europe." *Social Forces*. <https://doi.org/10.1093/sf/soaf029>

2024 Berger, Lawrence, Meta Brown, J. Michael Collins, Rachel Dwyer, Jason Houle, Stephanie Moulton, **Davon Norris**, Alec Rhodes. "Inequality in High-Cost Borrowing and Unemployment Insurance Generosity in US States during the COVID-19 Pandemic." *Nature Human Behaviour*.
<https://doi.org/10.1038/s41562-024-01922-8>

2023 **Norris, Davon.** "Embedding Racism: City Credit Ratings and the Institutionalization of Race in Markets." *Social Problems*. 70(4) 914-934. <https://doi.org/10.1093/socpro/spab066>
- Honorable Mention for the 2022 Robert D. Mare Graduate Student Paper Award of the ASA Inequality, Poverty, and Mobility Section

2023 **Norris, Davon.** "The Illusion of Transparency: The Political Double Standard in City Credit Ratings." *Socio-Economic Review*. 21(2) 1125-1150. <https://doi.org/10.1093/ser/mwac016>

- 2022 **Norris, Davon**, and Elizabeth C. Martin. "Is Good Credit Good? State Credit Ratings and Economic Insecurity, 1996-2012." *Sociological Forum*. 37(1) 246-268. <https://doi.org/10.1111/socf.12787>
- 2022 **Norris, Davon** and Corey Moss-Pech. "White Men Can't Jump, But Does It Even Matter? Exit Discrimination in the NBA." *Social Forces*. 100(3) 961-989. <https://doi.org/10.1093/sf/soab009>
- 2021 Pech, Corey, Elizabeth Klainot-Hess, **Davon Norris**. "Part-time by Gender, Not Choice: The Gender Gap in Involuntary Part-Time Work." *Sociological Perspectives*. 64(2) 280-300. <https://doi.org/10.1177/0731121420937746>.
- Other publications and public scholarship
- 2024 **Norris, Davon**. "Proposed Cuyahoga County Reappraisal Shifts Tax Burden to the Disadvantaged." *Cleveland Plain Dealer*. (Editorial). <https://www.cleveland.com/opinion/2024/09/cuyahoga-county-reappraisal-wrongly-shifts-tax-burden-to-the-disadvantaged-davon-norris.html>
- 2024 **Norris, Davon**. "Book review of *Urban Specters: Everyday Harms of Racial Capitalism* by Sarah Mayorga." *Social Forces*. 102(4) e19. <https://doi.org/10.1093/sf/soae014>. (Invited)
- 2023 **Norris, Davon** and Kristina Vaccaro "Political and Systemic Racial Bias in Government Ratings" *Municipal Finance Journal*. 44(4) 77-89.
- This article is an abridged version of a talk titled "Debt From and For Inequality" and subsequent Q&A delivered at the National Federation of Municipal Analysts Annual Meeting in May 2023.
- 2023 Hirsch, Dennis, Timothy Bartley, Aravind Chandrasekaran, **Davon Norris**, Srinivasan Parthasarathy, Piers Turner. *Business Data Ethics: Emerging Models for Governing AI and Advanced Analytics*. Springer Briefs in Law. Springer.
- Honorable Mention for Future of Privacy Forum Privacy Papers for Policymakers Award
 - Previously published as "Business Data Ethics: Emerging Trends in Governance of Advanced Analytics and AI." A 2020 report Issued by The Program on Data & Governance at the Moritz College of Law.
- 2019 Hirsch, Dennis, Timothy Bartley, Aravind Chandrasekaran, Srinivasan Parthasarathy, Piers Turner, **Davon Norris**, Keir Lamont, and Christina Drummond. "Corporate Data Ethics: Data Governance Transformations for the Age of Advanced Analytics and AI." Preliminary Report Issued by The Program on Data & Governance at the Moritz College of Law. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3478826
- 2018 **Norris, Davon**, Coralia Balasca, Christina Bijou. "Addressing Community Opposition: Strategies to Combat NIMBYism." Report prepared for The PEER Center.
- 2018 Coralia Balasca, Christina Bijou, **Norris, Davon**. "Mental Health, Addiction, and Trauma: Stigma, Studies, & Statistics." Report prepared for The PEER Center.

MANUSCRIPTS UNDER REVIEW

Berger, Lawrence, Sarah Bruch, Rachel Dwyer, Jason Houle, **Davon Norris**, Alec Rhodes. "Unsecured Credit and the Social Safety Net in US States"

Norris, Davon. "Epistemological Sleights or How Racial Capitalism Gets Away with Being...Racial" (contribution to edited volume – *Political Economy Rebooted*)

WORKS IN PROGRESS (* connotes equal authorship)

Norris, Davon. “Legitimation by (Mis)identification: Credit, Discrimination, and the Racial Epistemology of Algorithmic Expansion”

Dwyer, Rachel, **Davon Norris**, and Jason Houle. “Racial Segregation and Alternative Financial Services Use in the US.”

Norris, Davon, Alec Rhodes, and Rachel Dwyer. “The Peculiar (In)equality of Credit”

Norris, Davon, Alec Rhodes, and Rachel Dwyer. “Counting the Uncounted: Quantifying the Scale of Credit Invisibility in the US”

Norris, Davon, Josh Pacewicz, Clark Randall, John N. Robinson III*. “Municipal Trouble: Police, Pension Debt, and the New Entanglements of Race and Place”

Norris, Davon, Josh Pacewicz, Clark Randall, John N. Robinson III*. “Municipal Personhood and the New Urban Crisis: Why the Law sees Racialized Wealth Transfers as Good Governance.”

Norris, Davon. “National Trends in Water Cost and Affordability, 1970 to 2020”

AWARDS, FELLOWSHIPS, AND GRANTS

2022	Honorable Mention for Robert D. Mare Graduate Student Paper Award of the ASA Inequality, Poverty, and Mobility Section
2022	Outstanding PhD Student Award, Department of Sociology, The Ohio State University
2022	Dean’s Graduate Enrichment Dissertation Fellowship, The Ohio State University
2021	Doctoral Dissertation Research Improvement Grant, American Sociological Association
2021	Future of Privacy Forum Privacy Papers for Policymakers Award (Honorable Mention)
2021	Ethics Circle Fellow, The Center for Ethics and Human Values at The Ohio State University
2018	National Science Foundation, Graduate Research Fellowship (Honorable Mention)
2016	Department of Sociology Fellowship, The Ohio State University
2016	Dean’s Graduate Enrichment Fellowship, The Ohio State University
2013	Pace Setter Student Award, The Ohio State University

INVITED TALKS & PRESENTATIONS

2025	“Racial Segregation and Alternative Financial Services Use in the US.” University of Toronto, Department of Sociology Colloquium Series. March 2025.
2023	“A Racialized Engine of Anxiety? Race, Exclusion, and the Psychological Tax of Living Scored.” Northwestern University, Department of Sociology Colloquium Series. September 2023.
2023	Author-Meets-Critics panel on Elizabeth Korver-Glenn’s book <i>Race Brokers</i> . Society for the Study of Social Problems Annual Meeting. Philadelphia, PA. August 2023.
2023	“Debt From and For Inequality.” National Federation of Municipal Analysts Annual Meeting. Orlando, FL. May 2023

2021 "Embedding Racism: City Credit Ratings and the Institutionalization of Race in Markets." Dartmouth College, Department of Sociology Colloquium Series. February 2021

CONFERENCE PRESENTATIONS

- 2024 Lawrence M. Berger, Sarah Bruch, Rachel E. Dwyer, Jason Houle, Davon Norris, Alec P. Rhodes. "Do U.S. State Safety Net Supports Influence Unsecured Consumer Credit Use? Evidence from National Credit Report Data." Population Association of America Annual Meeting. Columbus, OH. April 2024
- 2023 **Norris, Davon**, Alec Rhodes, and Rachel Dwyer. "Of Distribution and Translation: Credit Scores, Inequality, and Economic Mobility in the US." Invited session at the American Sociological Association Annual Meeting. Philadelphia, PA. August 2023.
- 2022 **Norris, Davon**. "A Racialized Engine of Anxiety? Race, Exclusion, and the Psychological Tax of Living Scored." Invited session at the American Sociological Association Annual Meeting. Los Angeles, CA. August 2022.
- 2022 Berger, Lawrence, Meta Brown, Michael Collins, Rachel Dwyer, Jason Houle, Stephanie Moulton, **Davon Norris**, Alec Rhodes. "On the Edge: Unemployment Insurance Generosity and High-Cost Borrowing during the COVID Pandemic." Population Association of America Annual Meeting. Austin, TX. April 2022.
- 2022 Berger, Lawrence, Meta Brown, Michael Collins, Rachel Dwyer, Jason Houle, Stephanie Moulton, **Davon Norris**, Alec Rhodes. "On the Edge: Unemployment Insurance Generosity and High-Cost Borrowing during the COVID Pandemic." Association for Public Policy Analysis & Management Fall Research Conference. Atlanta, GA. March 2022.
- 2021 **Norris, Davon**. "Embedding Racism: City Credit Ratings and the Institutionalization of Race in Markets." The American Sociological Association Annual Meeting. Virtual. August 2021.
- 2021 **Norris, Davon**. "To Score or Not to Score: Racial Inequality and an Epistemology of Ignorance in an Algorithmic Age." The Junior Theorists Symposium. Virtual. August 2021.
- 2020 **Norris, Davon**, and Elizabeth C. Martin. "Markets and the States: Analyzing State Government Orientation Towards Financial Markets, 1825-2019." The Social Science History Association Meeting. Washington, DC. November 2020 (cancelled due to COVID-19).
- 2020 **Norris, Davon** and Corey Moss-Pech. "White Men Can't Jump, But Does it Even Matter? Exit Discrimination in the NBA." The American Sociological Association Annual Meeting. San Francisco, CA. Virtual. August 2020.
- 2020 Dwyer, Rachel E., Elizabeth C. Martin, **Norris, Davon**, and Laura DeMarco. "The Demography of Student Debt: Population Exposure to Educational Loan and Inequalities in Financial Risk." The American Sociological Association Annual Meeting. San Francisco, CA. Virtual. August 2020 (cancelled).
- 2020 Hirsch, Dennis, Timothy Bartley, Aravind Chandrasekaran, Srinivasan Parthasarathy, Piers Turner, **Davon Norris**. "Corporate Data Ethics: Data Governance Transformations for the Age of Advanced Analytics and AI." Privacy Law Scholars Conference. Virtual. June 2020.

- 2020 Dwyer, Rachel E., Elizabeth C. Martin, **Norris, Davon**, and Laura DeMarco. "The Demography of Student Debt: Population Exposure to Educational Loan and Inequalities in Financial Risk." The Population Association of America Annual Meeting. Washington, DC. April 2020 (cancelled due to COVID-19).
- 2020 **Norris, Davon**, and Elizabeth C. Martin. "Markets and the States: Analyzing State Government Orientation Towards Financial Markets, 1825-2019." The Chicago Area Comparative Historical Social Science Conference. Northwestern University. April 2020 (cancelled due to COVID-19).
- 2019 **Norris, Davon**, and Elizabeth C. Martin. "Is Good Credit Good? State Credit Ratings and Economic Insecurity, 1996-2012." The American Sociological Association Annual Meeting. New York City, NY. August 2019.
- 2019 **Norris, Davon**. "Accounting for Accountability: Non-meritocratic Evaluations, City Credit Ratings, and Urban Inequality." The Community and Urban Sociology Conference on Inequalities and Social Justice in the 21st Century City. New York University. New York City, NY. August 2019.
- 2019 **Norris, Davon**. "A Camera Obscura? Evaluating Credit Quality in a Context of Relative Certainty." The Society for the Advancement of Socioeconomics Annual Meeting. New York City, NY. June 2019.
- 2019 **Norris, Davon**, and Elizabeth C. Martin. "Is Good Credit Good? State Credit Ratings and Economic Insecurity, 1996-2012." The Society for the Advancement of Socioeconomics Annual Meeting. New York City, NY. June 2019.
- 2018 **Norris, Davon**. "The Sum is Different Than the Parts: Understanding How Financial Markets Differentiate City Governments." The Interdisciplinary Market Studies Workshop. Copenhagen, Denmark. June 2018.

RESEARCH EXPERIENCE

- 2021-2022 Research Assistant
Debt and Insecurity Among Vulnerable Communities During the COVID-19 Crisis
PIs: Rachel Dwyer and Jason Houle
Funder: National Science Foundation
- 2018-2020 Research Assistant
Big Data Ethics
PI: Dennis Hirsch, J.D.
The Ohio State University, Moritz College of Law
Funder: Facebook Research and The Risk Institute at The Ohio State University

TEACHING EXPERIENCE

The University of Michigan, Organizational Studies

Instructor

Credit, Debt, and the Financing of American (In)equality: Winter 2023, 2025
Race and Organizations: Fall 2023, 2024

Invited guest lectures

"Credit of the City for the City", Budgeting and Financial Planning (graduate course), Winter 2025

The Ohio State University, Department of Sociology

Instructor

Urban Social Problems: Autumn 2020, Spring 2021

Undergraduate Research in Sociology: Autumn 2019-Autumn 2021

Research assistants – Adam Duffy (2019), Jack Barron (2019-2021),
Sydney McKeel (2020-2021)

Invited guest lectures

“Exit Discrimination in the NBA: An Application of Event History Analysis” -
Analysis of Longitudinal Data (Graduate course), Autumn 2020

“Finance and the City” – Urban Social Problems, Spring 2020

“Imagining the Future” – Introduction to Sociological Theory, Spring 2019

“Power and Place” – Urban Social Problems, Autumn 2018

“Giving Life to the Growth Machine” – Urban Social Problems, Spring 2018

Teaching assistant

Introduction to Sociology, The Ohio State University, Autumn 2017

The Ohio State University, Department of Accounting

Recitation section leader

Introduction to Accounting II, Spring 2014

Introduction to Accounting I, Autumn 2013

DEPARTMENTAL AND UNIVERSITY SERVICE

University of Michigan

Committee member – Stone Center for Inequality Dynamics Emerging Inequality Scholar Award, 2024-2025

Organizer – Stone Center for Inequality Dynamics Book Club, 2023-present

Moderator – Equitable Opportunity Conference, Ross School of Business, June 6-7, 2024

Admissions Committee – Organizational Studies, Winter 2024

Organizing/Scientific Committee Member - 2023 RC28 Summer Meeting, August 14-17, 2023

Panelist – “How can we Achieve Fairness and Equality in Finance: A Dialogue on Credit, Debt, and their Impact. Industrial and Operations Engineering Dialogue Series, November 2023.

Student mentoring

Davis Daumler – Dissertation committee

Alyssa Fuentes – Undergraduate thesis (Chair)

The Ohio State University

Organizer - Power, Inequality, and the Economy (socPIE) working group, Department of Sociology, 2016-2022

Co-organizer - Text Analysis working group, Department of Sociology, 2020-2022

Panelist – “Navigating the Post-Truth World.” The President’s Education for Citizenship Discussion Series. February 2021

Panelist – “Emerging Trends in Corporate Data Ethics.” Business Data Ethics Webinar Series hosted by the Program on Data and Governance at the Moritz College of Law, October 2020

Panelist – “How to be a Discussant.” Institute for Population Research Graduate Student Organization session, October 2019.

Presenter – “On Targeting with Big Data.” The Center for Ethics and Human Values Conversations on Morality, Politics, and Society. Columbus, OH. May 2019.

Moderator – Panel on Algorithmic Bias. The Center for Ethics and Human Values Conversations on Morality, Politics, and Society. Columbus, OH. March 2019.

Peer Mentor - Sociology Graduate Student Association, 2018

SERVICE TO THE DISCIPLINE

American Sociological Association

Chair – Ron Burt Award for Best Student Paper Committee, Economic Sociology Section, 2023

Graduate student representative – Inequality, Poverty, and Mobility Section Council, 2021-2022.

Member – Nominations Committee for the Economic Sociology Section, 2021

Co-organizer – 2022 Junior Theorist Symposium. ASA Theory Section. August 2022

Panelist – ASA Doctoral Dissertation Research Improvement Grant (ASA DDRIG) Proposal Preparation Workshop. American Sociological Association Annual Meeting. Virtual. August 2021.

Co-organizer - Community and Urban Sociology Section Mini-conference. American Sociological Association Annual Meeting. New York City, NY. August 2019.

Population Association of America

Discussant - Racial Inequality in the United States. Population Association of America Annual Meeting. Austin, TX. April 2019.

Ad hoc reviewer

Proceedings for the National Academy of Sciences, Social Forces, Social Problems, Socio-Economic Review, City and Community

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

American Sociological Association

Population Association of America

Society for the Advancement of Socio-Economics

OTHER PROFESSIONAL

Certified Public Accountant (INACTIVE), The State of Illinois

Valuation Analyst - Ernst and Young, Chicago IL, 2014-2016