

MEGAN TOBIAS NEELY, P.H.D.

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EMPLOYMENT

2020 – Assistant Professor, Department of Organization, Copenhagen Business School
2019 – 2020 Postdoctoral Researcher, VMware Women’s Leadership Innovation Lab, Stanford University
2017 – 2019 Postdoctoral Research Fellow, Clayman Institute for Gender Research, Stanford University

EDUCATION

2017 Ph.D., Sociology, University of Texas at Austin
2012 M.A., Sociology, University of Texas at Austin
2007 B.A., History, Seattle University

ACADEMIC INTERESTS

Gender, race, and social class; inequality; organizations, occupations, and work; economic sociology; finance and technology; qualitative methodologies

PUBLICATIONS

Books

Megan Tobias Neely. 2022. *Hedged Out: Inequality and Insecurity on Wall Street*. Berkeley, CA: University of California Press.

Academic Review: *Economic Sociology*

Press Reviews: *Publishers Weekly*, *Wall Street Journal*

Press: *TIME*, *Bloomberg*, *Finans Magazine (Danish)*, *The List*, *Current Affairs*

Ken-Hou Lin and Megan Tobias Neely. 2020. *Divested: Inequality in the Age of Finance*. Oxford: Oxford University Press.

Award: Finalist, Robert W. Hamilton Book Award

Academic Reviews: *American Journal of Sociology*, *Harvard Business Review*, *Contemporary Sociology*, *College de France’s Books & Ideas*, *Business Ethics Quarterly*

Press Review: *The New Republic*

Peer-Reviewed Articles

Megan Tobias Neely and Donna Carmichael.* 2021. “Profiting on Crisis: How Predatory Financial Investors Have Worsened Inequality in the Coronavirus Crisis.” *American Behavioral Scientist* 65(12): 1649–1670. (*student co-author)

Press: *Jacobin*, *AJ+*

Megan Tobias Neely. 2020. "The Portfolio Ideal Worker: Insecurity and Inequality in the New Economy." *Qualitative Sociology* 43(2): 271–96.

Reprinted in *Working in America*, 5th edition, ed. Amy Wharton. Taylor and Francis, forthcoming.

Megan Tobias Neely and Aliya Hamid Rao (equal authorship). 2019. "What's Love Got to Do with It? Passion and Inequality at Work." *Sociology Compass* 13(12): 1–14.

Megan Tobias Neely. 2018. "Fit to Be King: How Patrimonialism on Wall Street Leads to Inequality." *Socio-Economic Review* 16(2): 365–385.

Ken-Hou Lin and Megan Tobias Neely. 2017. "Gender, Parental Status, and the Wage Premium for Working in Finance." *Social Currents* 4(6): 535–555.

Book Chapters

Megan Tobias Neely. 2022. "Keep It in the Family: Inequality in Access to Capital on Wall Street." Pp. 62-79 in *Between Fault Lines and Front Lines: Shifting Power in an Unequal World*. Edited by Katja Hujo and Maggie Carter. London: Bloomsbury Academic.

Megan Tobias Neely. 2020. "What Will U.S. Labor Protections Look Like After Coronavirus?" *Coronavirus: Leadership and Recovery*. Edited by Martin Reeves, Nancy Koehn, Tsedal Neeley, Scott Berinato. Cambridge, MA: Harvard Business Review Press.

Christine Williams and Megan Tobias Neely. 2018. "Gender Inequality and Feminism in the New Economy." Pp. 156-172 in *Gender Reckonings: New Social Theory and Research*. Edited by James W. Messerschmidt, Patricia Yancey Martin, Michael A. Messner, and Raewyn Connell. New York: New York University Press.

Christine Williams and Megan Tobias Neely. 2015. "Gender and Work: Precariousness and Inequality." Pp. 1–14 in *Emerging Trends in the Social and Behavioral Sciences*. Edited by Robert Scott and Stephen Kosslyn. New York: Sage.

Papers in Progress

Megan Tobias Neely, Patrick Sheehan, and Christine Williams. "Inequality in High Tech." Article commissioned for *Annual Review of Sociology*, Volume 49, September 2023. Under review.

Collins, Caitlyn, Megan Tobias Neely, and Shamus Khan. "Case Selection in Qualitative Interviews and Participant Observation." Article commissioned for *Annual Review of Sociology*, Volume 49, September 2023. Under review.

Megan Tobias Neely, Shannon Gilmartin, Caroline Simard, JoAnne Wehner, Aliya Rao, and Sofia Kennedy. "The Lifecycle of a Stretch Assignment: Flexible Bureaucracy, Advancement, and Inequality in the New Economy." In preparation to submit to *Gender & Society*.

Megan Tobias Neely, "Primus Inter Pares? Bureaucracy, Hierarchy, and Inequality in Tech and Finance." In preparation to submit to *Administrative Science Quarterly*.

Megan Tobias Neely, "The Wager: Race, Gender, and Value in Elite Firms." In preparation to submit to the *American Sociological Review*.

Book Reviews

Accidental Feminism: Gender Parity and Selective Mobility among India's Professional Elite by Swetha S. Ballakrishnen. *Acta Sociologica*, 2022.

Best Practices: Management Consulting and the Ethics of Financialization in China. By Kimberly Chong. *Contemporary Sociology*, 2021.

Why Do So Many Incompetent Men Become Leaders? (and How to Fix It). By Tomas Chamorro-Premuzic. *Men and Masculinities*, 2019.

Feminists Rethink the Neoliberal State: Inequality, Exclusion, and Change. Edited by Leela Fernandes. *Contemporary Sociology*, 2019.

Capital without Borders: Wealth Managers and the One Percent. By Brooke Harrington. *New Labor Forum*, 2017.

Inequality, Uncertainty, and Opportunity: The Varied and Growing Role of Finance in Labor Relations. Edited by Christian E. Weller. *Work and Occupations*, 2017.

Media (Selected)

Megan Tobias Neely and Donna Carmichael. 2021. "Misery has Company: How Predatory Investors have Exacerbated and Exploited the Coronavirus Crisis." *Work in Progress: Sociology on the Economy, Work, and Inequality*.

Megan Tobias Neely and Donna Carmichael. 2021. "Profiting on Misery: How Predatory Shadow Banks have Exploited the Coronavirus Crisis." *London School of Economics Blog*.

Megan Tobias Neely. 2020. "What Will U.S. Labor Protections Look Like After Coronavirus?" *Harvard Business Review*, April 2.

Featured in the Aspen Institute's Ideas Worth Teaching Newsletter.
Press: *Boston Globe, Politico*

Megan Tobias Neely. 2020. "Essential and Expendable: Gendered Labor in the Coronavirus Crisis." *Gender News: Gender and the Pandemic*, Stanford University.

Featured in Stanford University's Center for Poverty and Inequality Newsletter.

Ken-Hou Lin and Megan Tobias Neely. 2020. "Why the Great Recession Made Inequality Worse." *Oxford University Press Blog*.

Ken-Hou Lin and Megan Tobias Neely. 2020. "We are Entering a Recession But What Did We Learn from the Last One?" *The Conversation*.

Ken-Hou Lin and Megan Tobias Neely. 2020. "The Long Divorce Between the Economy and Financial Markets." *Economic Sociology and Political Economy*.

- Ken-Hou Lin and Megan Tobias Neely. 2020. "How the Finance Industry Fueled Four Decades of Inequality in America." *Medium*.
- Ken-Hou Lin and Megan Tobias Neely. 2020. "Inequality Only Worsens a Decade after the Financial Crisis." *Work in Progress: Sociology on the Economy, Work, and Inequality*.
- Megan Tobias Neely. 2019. "'Small Wins' in Action: How Scholarship Can Affect Change." *Gender News*, Stanford University.
- Megan Tobias Neely. 2019. "How White Boys Become 'Geniuses.'" *Gender News*, Stanford University.
- Megan Tobias Neely. 2019. "Is Passion about Fit? Or Just Sameness?" *D&I In Practice*.
- Megan Tobias Neely. 2018. "Elite Men and Inequality in the Hedge Fund Industry," *Work in Progress: Sociology on the Economy, Work, and Inequality*. Cross-posted in *Economic Sociology and Political Economy*.
- Megan Tobias Neely. 2017. "Morgan Stanley Executive Carla Harris Delivers Her Famous 'Pearls of Wisdom' at the 2017 Jing Lyman Lecture." *Gender News*, Stanford University.
- Megan Tobias Neely. 2015. "Nike's Girl Effect and the Privatization of Feminism." *Human Rights Commentary*, Rapoport Center for Human Rights and Justice, University of Texas at Austin.

A W A R D S A N D H O N O R S

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| 2020 | Research Fellowship, Think2Perform Research Institute |
| 2017 | Graduate School Dissertation Writing Fellowship, University of Texas at Austin |
| 2017 | Summer Fellowship, Department of Sociology, University of Texas at Austin |
| 2016 | Continuing Fellowship, Department of Sociology, University of Texas at Austin |
| 2016 | Professional Development Grant, Department of Sociology, University of Texas at Austin |
| 2014-15 | Urban Ethnography Lab Field Research Fellowship, University of Texas at Austin |
| 2013 | Pre-Doctoral Research Fellowship, Department of Sociology, University of Texas at Austin |
| 2012 | Summer Fellowship, Department of Sociology, University of Texas at Austin |
| 2011-17 | Professional Development Award, University of Texas at Austin |
| 2009 | Finalist, Fulbright U.S. Student Program, U.S. Department of State |
| 2005-07 | Sue M. Naef Scholar, Seattle University |
| 2003-07 | Trustee's Scholar, Seattle University |

P R E S E N T A T I O N S

Invited Presentations

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| 2022 | "Hedged Out: Inequality and Insecurity on Wall Street." Invited to present at the White-Collar Work, Culture, and Inequality Workshop, Department of Sociology, Harvard University, November. |
| | "Hedged Out: Inequality and Insecurity on Wall Street." Clayman Institute for Gender Research, Stanford University, August (virtual). |

- “Hedged Out: Inequality and Insecurity on Wall Street.” Department of Sociology Colloquium, University of Texas at Austin, April (virtual).
- “Hedged Out: Inequality and Insecurity on Wall Street.” Department of Sociology Colloquium, University of Michigan, March (virtual).
- “Hedged Out: Inequality and Insecurity on Wall Street.” Department of Organization Research Forum, Copenhagen Business School, February (virtual).
- 2021 “Hedged Out: Inequality and Insecurity on Wall Street.” Centre for Gender Research, Uppsala University, March (virtual).
- “Hedged Out: Inequality and Insecurity on Wall Street.” The Swiss Elite Observatory, University of Lausanne, Lausanne, November.
- 2020 “Global Finance and Inequalities.” American Sociological Association Annual Meeting, San Francisco, August. (Cancelled due to Covid-19.)
- “Hedged Out: Inequality and Insecurity on Wall Street.” Center for the Study of Gender and Sexuality, University of Chicago, March. (Cancelled due to Covid-19.)
- Curious Reader for Author Meets Curious Readers Panel for *Overload: How Good Jobs Went Bad and What We Can Do About It* by Erin L Kelly and Phyllis Moen, Southern Sociological Society Annual Meeting, Jacksonville, April. (Cancelled due to Covid-19.)
- 2019 “Women of Disrupt: Leveling the Playing Field Between Risk, Reward and Success.” TechCrunch Disrupt, San Francisco, October.
- “Death Before Taxes? What Hedge Fund Workers Really Think about Regulation, Taxation, and Inequality.” Tax Justice Network Conference, City University, London, July.
- 2018 “Hedged Out: Inside the Old Boys’ Club on Wall Street.” Clayman Institute’s Faculty Research Fellows Series, Stanford University, Stanford, June.
- 2017 “Small Wins, Big Change: A Team-Based Model for Reducing Bias in the Workplace.” Responsible Leadership Roundtable, Scandinavian Consortium for Organizational Research, Stanford University, Stanford, November.
- “Fit to Be King: How Patrimonialism on Wall Street Leads to Inequality.” *Socio-Economic Review* workshop on Elites, Economy and Society: New Approaches and Findings, Berlin, June.
- 2016 “The New Political Landscape: The Role Diversity Will Play in the 2016 Elections.” Thurgood Marshall Legal Society Symposium, School of Law, University of Texas at Austin, Austin, February.
- 2014 “Gender and Leadership: Women Presidents and Prime Ministers.” Gender and Power Symposium, Austin Community College, Austin, April.

Conference Presentations (Selected)

- 2022 “The Wager: Race, Gender, and the Overvaluation of Labor in Elite Firms.” American Sociological Association, Los Angeles, August.
- “The Wager: Race, Gender, and the Overvaluation of Labor in Elite Firms.” Society for the Advancement of Socio-Economics, Amsterdam, July.
- 2020 “The Lifecycle of a Stretch Assignment: Flexible Bureaucracy, Advancement, and Inequality in the New Economy.” American Sociological Association, San Francisco (virtual), August.
- “The Wager: Compensation, Gender, and Value in Financial Services.” Society for the Advancement of Socio-Economics, Amsterdam, July. (Cancelled due to Covid-19.)
- “Shadow Banking: Inequality, Sustainability, and the New Economic Elite.” Society for the Advancement of Socio-Economics, Amsterdam, July. (Cancelled due to Covid-19.)
- “The Lifecycle of a Stretch Assignment: Flexible Bureaucracy, Advancement, and Inequality in the New Economy.” Southern Sociological Society Annual Meeting, Jacksonville, April. (Cancelled due to Covid-19.)
- “The Wager: Compensation, Gender, and Value in Financial Services.” Eastern Sociological Society Annual Meeting, Philadelphia, February.
- 2019 “The Wager: Compensation, Gender, and Value in Financial Services.” American Sociological Association Annual Meeting, New York, August.
- “From Finance to Technology: Inequality at Hedge Fund, Venture Capital, and Technology Startup Firms.” Eastern Sociological Society Annual Meeting, Boston, March.
- “From Finance to Technology: Inequality at Hedge Fund, Venture Capital, and Technology Startup Firms.” Global Elites Workshop, Boston, March.
- “The ‘One Percent’: Access and Boundaries in the Study of Elites.” Pacific Sociological Association Annual Meeting, Oakland, March.
- “The ‘One Percent’: Access and Boundaries in the Study of Elites.” Sociologists for Women in Society Winter Meeting, Denver, February.
- 2018 “Hedged Out: Inside the ‘Boys’ Club’ on Wall Street.” United Nations Research Institute for Social Development conference titled “Overcoming Inequalities in a Fractured World: Between Elite Power and Social Mobilization,” Geneva, Switzerland, November.
- “Do Flatter Organizations Promote Gender Equality? Bureaucracy, Hierarchy, and Inequality in Financial Services.” American Sociological Association Annual Meeting, Philadelphia, August.
- “American Life in Debt,” co-authored with Ken-Hou Lin. American Sociological Association Annual Meeting, Philadelphia, August.

“Intersectionality in the Study of an Elite White-Male Dominated Industry,” Nag’s Heart Meeting on Intersectionality, University of California, Santa Cruz, July.

“The Gendered Ideology of a Flat Organization.” Pacific Sociological Association Annual Meeting, Long Beach, March.

2017 “The Financialized Ideal Worker: A Wager on Employment in the New Economy.” American Sociological Association Annual Meeting, Montreal, August.

“The ‘One Percent’: Access and Boundaries in the Study of Elites.” Eastern Sociological Society Annual Meeting, Philadelphia, February.

2016 “Financialization and the Patrimonial Firm.” American Sociological Association Annual Meeting, Seattle, August.

“From Organizations to Industries: Gendered, Racialized, and Classed Logics in the New Economy.” Pacific Sociological Association Annual Meeting, Oakland, March.

2015 “The Financialized Self: Financial Logics and Careers in the Hedge Fund Industry.” American Sociological Association Annual Meeting, Chicago, August.

“Gender, Parental Status, and Financial Premium,” co-authored with Ken-Hou Lin. American Sociological Association Annual Meeting, Chicago, August.

RESEARCH EXPERIENCE

2019-20 Senior Researcher and Sociologist, Exponential Talent
2015-17 Research Assistant, *Divested: Inequality in the Age of Finance*, University of Texas at Austin (PI: Ken-Hou Lin)
2014-17 Graduate Fellow, Urban Ethnography Lab, University of Texas at Austin
2014 Policy Graduate Research Assistant, Charles A. Dana Center, University of Texas at Austin
2013 Research Assistant “Research and Analysis of Women in Technology: A Review of the Literature,” University of Texas at Austin (PI: Lynette Osborne)
2012 Research Assistant, *Women, Politics, and Power: A Global Perspective*, 2nd Edition, University of Texas at Austin (PI: Pamela Paxton)
2007-10 Research Analyst, Operational Due Diligence, BlackRock, Inc.
2004-07 Research Assistant, *Troubled Waters: Religion, Ethics, and the Global Water Crisis*, Seattle University (PI: Gary Chamberlain)

TEACHING AND MENTORING EXPERIENCE

Copenhagen Business School

2022 PhD Committee Member: Lena Ajdacic (external)
Master’s Thesis Chair: Julia Eichhorn, Caroline Span, Martina Musiano
Undergraduate Thesis Chair: Julian Nautrup Jones, Karl Mackensen
2020-2022 Undergraduate Course Taught: Organizational Behavior

Stanford University

2018-19 Faculty Mentor, Clayman Institute's Graduate Voice and Influence Program
2018 Instructor, Gender and Society, Clayman Institute
2017-18 Supervisor, Undergraduate Research Assistants

University of Texas at Austin

2015-16 Instructor, Department of Sociology
Courses: Introduction to Social Demography, The Family, Fertility and Reproduction
2010-15 Teaching Assistant, Department of Sociology
Courses: Fertility and Reproduction; Life and Death Decisions; Juvenile Delinquency;
Race, Class, and Health; Introduction to the Study of Society
2011-14 Academic Tutor, Athletics Department
Subjects: Introductory Sociology, Research Methods, Social Statistics, and Social Theory

PROFESSIONAL DEVELOPMENT

2020 Assistant Professor Programme, Center for Teaching and Learning, Copenhagen
Business School
2018 Preparing for Faculty Careers, Office of the Vice Provost for Graduate Education,
Stanford University
2018 Participant, Mentoring in Research Workshop, Stanford University
2018 Facilitator, Management Matters, Office of the Vice Provost for Graduate Education,
Stanford University
2017-18 Fellow, Clayman Institute's Graduate Voice and Influence Program, Stanford University
2013-14 Signature Course Teaching Certificate Program, University of Texas at Austin

PROFESSIONAL SERVICE

Peer Review

Journals: *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Socio-Economic Review*, *Work and Occupations*, *Gender & Society*, *Men and Masculinities*, *Qualitative Sociology*, *Sociology of Education*, *Politics & Gender*, *Review of International Political Economy*, *Sociological Forum*, *Sociological Focus*, *Sociological Quarterly*, *Contexts*

Press: Oxford University Press

Service to the Discipline and University (Selected)

2022 Committee Member, Section on Economic Sociology's Viviana Zelizer Best Book
Award, American Sociological Association
2020- Communications Committee Member, Section on Sex and Gender, American
Sociological Association
2020 Student Paper Award Committee Member, Section on Organizations, Occupations and
Work, American Sociological Association

- 2019 Committee Member, Changing the Culture to End Sexual Harassment Working Group, Advisory Committee to the Director, National Institutes of Health
- Committee Member, Local Programming Committee, American Sociological Association 2020 Annual Meeting
- Mini-Conference Co-Organizer, Eastern Sociological Society Annual Meeting, Boston
- 2018 Committee Member, Distinguished Contribution to Scholarship Article Award, Section on Race, Gender, and Class, American Sociological Association
- 2017 Thematic Session Presider for “The Unevenness of Feminist Social Change,” Section on Sex and Gender, American Sociological Association Annual Meeting
- Elected Student Representative, Section on Organizations, Occupations and Work, American Sociological Association
- Co-Chair of Membership Committee, Section on Organizations, Occupations and Work, American Sociological Association
- Student Paper Award Committee Member, Section on Organizations, Occupations and Work, American Sociological Association
- 2016-2017 Chairperson, Editorial Committee, Working Paper Series, Rapoport Center for Human Rights and Justice, School of Law, University of Texas at Austin
- 2015-17 Sociology Representative and Student Affairs Committee Member, Graduate Student Assembly, University of Texas at Austin
- 2016 Selection Committee, Audre Rapoport Prize for Scholarship on Gender and Human Rights, Rapoport Center for Human Rights, School of Law, University of Texas at Austin
- 2013-16 Editorial Board Member, Working Paper Series, Rapoport Center for Human Rights and Justice, School of Law, University of Texas at Austin
- 2012 Selection Committee, Alpha Kappa Delta Sociology Honors Contest, Department of Sociology, University of Texas at Austin

PROFESSIONAL MEMBERSHIPS

American Sociological Association
 Diversity Scholars Network
 Social Stratification & Mobility Committee

Society for the Advancement of Socio-
 Economics
 Sociologists for Women in Society