

MEGAN TOBIAS NEELY, PH.D.

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ACADEMIC APPOINTMENTS

- 2020 – present 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

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

Awards: Finalist, Robert W. Hamilton Book Award, University of Texas at Austin
Reviews: *Harvard Business Review*, *The New Republic*

Megan Tobias Neely. *Hedged Out: Inequality and Insecurity on Wall Street*. Under contract with the University of California Press.

Peer-Reviewed Articles

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

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

Christine Williams and Megan Tobias Neely. 2018. "Gender Inequality and Feminism in the New Economy." *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, "How the Hedge Fund Dream of Financial Freedom Drives Inequality." Under review for *Overcoming Inequalities in a Fractured World: Between Elite Power and Social Mobilization*, edited by Katja Hujo and Maggie Carter, United National Research Institute for Social Development. Under review.

Megan Tobias Neely and Donna Carmichael.* "Profiteering on Crisis: How Financial Investors Have Worsened Inequality in the Coronavirus Crisis." Invited article for special issue of the *American Behavioral Scientist*. Under Review. (*student co-author)

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.

Megan Tobias Neely, "Primus Inter Pares? Bureaucracy, Hierarchy, and Inequality in Financial Services." In preparation.

Megan Tobias Neely, "The Wager: Compensation, Gender, and Value in Financial Services." In preparation.

Megan Tobias Neely, "Death Before Taxes? How Hedge Fund Workers Understand Redistribution and Inequality." In preparation.

Book Reviews

Best Practices: Management Consulting and the Ethics of Financialization in China. By Kimberly Chong. *Contemporary Sociology*, 2020.

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. 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.

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.

AWARDS AND HONORS

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

PRESENTATIONS

* *Cancelled because of the coronavirus pandemic.*

Invited Presentations

2020 "Global Finance and Inequalities." American Sociological Association Annual Meeting, San Francisco, August.*

"Hedged Out: Inequality and Insecurity on Wall Street." Center for the Study of Gender and Sexuality, University of Chicago, March.*

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.*

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)

- 2020
- “The Lifecycle of a Stretch Assignment: Flexible Bureaucracy, Advancement, and Inequality in the New Economy,” American Sociological Association, San Francisco (virtual), August.
- Also scheduled to present at the Southern Sociological Society Annual Meeting, Jacksonville, April.*
- “The Wager: Compensation, Gender, and Value in Financial Services.” Eastern Sociological Society Annual Meeting, Philadelphia, February.
- Also scheduled to present at the Society for the Advancement of Socio-Economics, Amsterdam, July.*
- “Shadow Banking: Inequality, Sustainability, and the New Economic Elite.” Society for the Advancement of Socio-Economics, Amsterdam, July.*
- 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.
- Also presented at the Global Elites Workshop, Boston, March.
- “The ‘One Percent’: Access and Boundaries in the Study of Elites.” Pacific Sociological Association Annual Meeting, Oakland, March.
- Also presented at the 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

2020 Undergraduate Course Taught: Organizational Behavior

Stanford University

2018-19 Faculty Mentor, Clayman Institute’s Graduate Voice and Influence Program
2018 Instructor, Gender 101, 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

Service to the Discipline and University (Selected)

Reviewer Journals: *American Journal of Sociology, Social Forces, Socio-Economic Review, Work and Occupations, Qualitative Sociology, Sociology of Education, Politics & Gender, Sociological Forum, Sociological Focus, Contexts*

2020 Communications Committee Member, Section on Sex and Gender, American Sociological Association

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

P R O F E S S I O N A L M E M B E R S H I P S

American Sociological Association
Diversity Scholars Network
Eastern Sociological Society
Pacific Sociological Association

Social Stratification & Mobility Committee
Society for the Advancement of Socio-Economics
Sociologists for Women in Society
Southern Sociological Association