

MEGAN TOBIAS NEELY, PH.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; social and economic inequality; organizations and work; economic sociology; political economy; 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.

Award: 2023 Alice Amsden Book Award of the Society for the Advancement of Socio-Economics

Reviews: *British Journal of Sociology*, *Contemporary Sociology*, *Economic Sociology*, *Publishers Weekly*, *Wall Street Journal*

Author Meets Critics: Society for the Advancement of Socio-Economics

Press: *TIME*, *New York Times*, *BBC*, *Bloomberg*, *Reuters*, *Inside Higher Ed*, *The List*, *Current Affairs*, *Finans Magazine (Danish)*, *Stanford University’s Gender News*

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

Chinese Edition (2021): 大逆轉:金融擴張如何推升不平等。台北: 春山

Award: Finalist, Robert W. Hamilton Book Award

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

Press: *Harvard Business Review*, *The New Republic*

Peer-Reviewed Articles

Collins, Caitlyn, Megan Tobias Neely, and Shamus Khan (equal authorship). Forthcoming. “Case Selection in Qualitative Interviews and Participant Observation.” *Annual Review of Sociology*, Volume 50, September.

Megan Tobias Neely, Patrick Sheehan, and Christine Williams (equal authorship). 2023. “Inequality in High Tech.” *Annual Review of Sociology* 49: 319–38.

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+*, *Sci Tech Daily*

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

Reprinted excerpt: 2022. *Working in America: Continuity, Conflict, and Change in a New Economic Era*, 5th edition, ed. Amy Wharton. Abingdon, England: Taylor and Francis.
Press: *BBC World News*

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.

Press: *BBC World News*

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 and Essays

Megan Tobias Neely. 2024. “Gaslighted in the Risk Economy: How Crises Impact Inequality in the Workplace.” Review Essay on *Gaslighted: How the Oil and Gas Industry Shortchanges Women Scientists* by Christine Williams. *Contemporary Sociology*.

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. 2022. “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, Shannon Gilmartin, Caroline Simard, JoAnne Wehner, Aliya Rao, and Sofia Kennedy. "The Lifecycle of a Stretch Assignment: Projects, Careers, and Gender Inequality in the New Economy." Under Review.

Megan Tobias Neely, "Show Me the Money: Gender, Sexual Harassment, and Capital Guarding in Tech and Finance." Working paper available by request.

Megan Tobias Neely, "The Wager: Race, Gender, and Value in Elite Firms." Working paper available by request.

Megan Tobias Neely, "Primus Inter Pares? Bureaucracy, Hierarchy, and Inequality in Tech and Finance." Working paper available by request.

Book Reviews

Accidental Feminism: Gender Parity and Selective Mobility among India's Professional Elite by Swethaa 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.

Report

Working Group report to the Advisory Committee to the NIH Director (ACD). 2019. "Changing the Culture to End Sexual Harassment." *National Institutes of Health*.

GRANTS, AWARDS, AND HONORS

- 2023 Danish Society for Education and Business Research Dissemination Award,
Copenhagen Business School
- Alice Amsden Book Award, Society for the Advancement of Socio-Economics
- Political Economy and Sociology Summer Institute, Berkeley Economy and Society
Initiative, University of California, Berkeley
- 2020 Research Fellowship, Think2Perform Research Institute
- 2017 Graduate School Dissertation Writing Fellowship, University of Texas at Austin
- Summer Fellowship, Department of Sociology, University of Texas at Austin
- 2016 Continuing Fellowship, Department of Sociology, University of Texas at Austin
- 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

PRESENTATIONS

Book Talks

- 2024 School of Public Administration, University of Gothenburg, Gothenburg, Sweden,
April.
- 2023 University of Copenhagen, Department of Sociology, Copenhagen, Denmark,
September.
- 2022 Harvard University, White-Collar Work, Culture, and Inequality Workshop,
Department of Sociology, November (virtual).

Sciences Po, Coping with Instability in Market Societies Conference, Max Planck Sciences Po Center, Paris, France, October.

London School of Economics, Seminar Series, Department of Methodology, October (virtual).

Stanford University, Clayman Institute for Gender Research, August (virtual).
University of Texas at Austin, Colloquium, Department of Sociology, April (virtual).
University of Michigan, Colloquium, Department of Sociology, March (virtual).

Copenhagen Business School, Research Forum, Department of Organization, February (virtual).

2021 Uppsala University, Centre for Gender Research, March (virtual).

University of Lausanne, The Swiss Elite Observatory, Lausanne, Switzerland, November.

Invited Presentations

2024 Author-Meets-Critics Session for Adia Harvey Wingfield, *Gray Areas: How the Way We Work Perpetuates Racism*. Society for the Advancement of Socio-Economics Annual Meeting, Limerick, June.

“The Lifecycle of a Stretch Assignment: Projects, Careers, and Gender Inequality in the New Economy,” Equality Check Seminar, CORE Center for Research Equality, Institutt for Samfunnsforskning, Oslo, Norway, April.

2023 “Hedged Out: Binary Gender, Compulsive Heterosexuality, and the Division of Labor on Wall Street.” American Sociological Association Annual Meeting, Philadelphia, August.

“Applying the Theory of Intersectionality to Study Elites.” Defining and Theorising Elites Workshop, Department of Social Policy and Intervention, University of Oxford, Oxford, May.

“The Wager: Race, Gender, and Value in Elite Firms.” Economics of Intersectionality Workshop, Department of Economics, University of Oxford, Oxford, March.

“Organizational Lenses on Intersectionality,” Organizations, Occupations, and Work Section, American Sociological Association Annual Meeting, January (virtual).

2022 “Book Launch: Between Fault Lines and Front Lines—Shifting Power in an Unequal World,” Transformative Social Policy Programme, United Nations Research Institute for Social Development, September (virtual).

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 and Symposium Presentations (Selected)

2023 “From Wall Street to the Silicon Valley.” Political Economy and Sociology Summer Institute, Berkeley Economy and Society Initiative, University of California, Berkeley, June.

2022 “The Wager: Race, Gender, and the Overvaluation of Labor in Elite Firms.” American Sociological Association Annual Meeting, Los Angeles, August.

“The Wager: Race, Gender, and the Overvaluation of Labor in Elite Firms.” Society for the Advancement of Socio-Economics Annual Meeting, Amsterdam, July.

2020 “The Lifecycle of a Stretch Assignment: Flexible Bureaucracy, Advancement, and Inequality in the New Economy.” American Sociological Association Annual Meeting, San Francisco (virtual), August.

“The Wager: Compensation, Gender, and Value in Financial Services.” Society for the Advancement of Socio-Economics Annual Meeting, Amsterdam, July. (Cancelled due to Covid-19.)

“Shadow Banking: Inequality, Sustainability, and the New Economic Elite.” Society for the Advancement of Socio-Economics Annual Meeting, 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 ADVISING

Copenhagen Business School

PhD Committee Member:

- 2023- Vera Simoneit
 2022-2023 Lena Ajdacic (external)

Master's Thesis Chair:

- 2023-2024 Philipp Steffens, Nikolaj Holst Sandvad, Sören Brandt, Maja Lykke Hansen, Laina Jacques Biehl, Iben Olsen
2022-2023 Martina Musiano, Julie Arnaud, Vivien Samuel Fantin Montaz, Nikolaos Papadakis, Gréta Anna Virág
2021-2022 Julia Eichhorn, Caroline Span

Undergraduate Thesis Chair:

- 2022-2023 Nicole Høyer, Johanne Jeppesen
2021-2022 Julian Nautrup Jones, Karl Mackensen

Graduate Courses:

- 2024 Advanced Mixed Methods
2023-2024 Qualitative Analysis

Undergraduate Courses:

- 2023-2024 Management and Organization
2023 Economic Sociology
2020-2023 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

Undergraduate Courses (Instructor):

- 2016 Introduction to Social Demography
2016 The Family
2015 Fertility and Reproduction

PROFESSIONAL DEVELOPMENT

- 2023 Sociology and Political Economy Summer Institute, Network for a New Political Economy, University of California, Berkeley
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
Participant, Mentoring in Research Workshop, Stanford University
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*, *Social Problems*, *Socio-Economic Review*, *Gender & Society*, *British Journal of Sociology*, *Work and Occupations*, *Theory and Society*, *Economy and Society*, *Men and Masculinities*, *Qualitative Sociology*, *Sociology of Education*, *Politics & Gender*, *Review of International Political Economy*, *Sociological Forum*, *Sociological Focus*, *Sociological Quarterly*, *Contexts*

Press: University of California Press, Oxford University Press

Service to the Discipline and University (Selected)

2024 Session Organizer, Organizations Regular Session, American Sociological Association 2024 Annual Meeting

Session Organizer, Section on Organizations, Occupations and Work, American Sociological Association 2024 Annual Meeting

Committee Member, Alice Amsden Book Award, Society for the Advancement of Socio-Economics

2023-2024 Committee Member, Nominations Committee, Section on Organizations, Occupations and Work, American Sociological Association

Committee Member, Research Communication Taskforce, Department of Organization, Copenhagen Business School

2023 Committee Member, Rosabeth Moss Kanter Distinguished Career Award, Section on Organizations, Occupations and Work, American Sociological Association

Committee Member, Section on Sex and Gender Distinguished Article Award, American Sociological Association

2022 Committee Member, Section on Economic Sociology's Viviana Zelizer Best Book Award, American Sociological Association

2020-2022 Committee Member, Communications Committee, Section on Sex and Gender, American Sociological Association

2020 Committee Member, Student Paper Award, Section on Organizations, Occupations and Work, American Sociological Association

2019-2020 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

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

Elected student Representative, Section on Organizations, Occupations and Work, American Sociological Association

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

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Diversity Scholars Network
Social Stratification & Mobility Committee

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