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Academic Appointments

2019-present	<i>Professor of Sociology</i> Dartmouth College
2017-2018	<i>Professor mso of Sociology</i> Copenhagen Business School
2012-2013	<i>Visiting Scholar</i> (during research leave from CBS) European University Institute
2010-2016	<i>Associate Professor of Sociology</i> Copenhagen Business School
2007-2009	<i>Research Fellow</i> Max Planck Institute for the Study of Societies
2003-2004	<i>Visiting Scholar</i> (during sabbatical leave from Brown) Princeton University Stanford Graduate School of Business Santa Fe Institute
1999-2007	<i>Assistant Professor of Sociology and Public Policy</i> Brown University

Education

1999	Ph.D. in Sociology, Harvard University
1996	M.A. in Sociology, Harvard University
1990	B.A. in English Literature, Stanford University

External Research Funding (selected)

2024	<i>National Science Foundation: \$450,000</i> PI on joint Sociology and Human Networks & Data Science project, "Secrecy and Stratification—A Network Analysis." Leading five-person research team for three-year study.
2023	<i>National Endowment for the Humanities: \$50,000</i> PI on Public Scholars project, "The Age of Offshore Finance: A Socio-Economic History."
2014	<i>Council for Independent Research, Denmark: DKK 3,200,000</i> PI on Economy and Society Division project, "Mind the Gaps: Explaining Nordic Exceptionalism in Taxation Policies."
2011	<i>Danish Ministry for Research and Innovation: DKK 170,000</i> PI on EUopStart project, "Socio-Economic Inequality and the Role of the Wealth Management Profession."

- 2009 *American Sociological Association: \$6,900*
PI on Fund for the Advancement of the Discipline project, "Reproduction of Wealth and Inequality in the US and Europe,"
- 2008 *University of Michigan PSID Program: \$10,600*
PI on PSID project, "Inheritance and Retirement Wealth."
- 2007 *Alexander von Humboldt Foundation: €150,000*
PI on two-year project, "Inequality and the Dynastic Accumulation of Wealth in Germany and the United States."
- 2001 *Boston College: \$24,000*
PI on Center for Retirement Research project, "Distributional and Demographic Effects of Social Security Privatization."
- 2000 *National Science Foundation: \$220,000*
PI on Decision, Risk, and Management Science project, "The Impact of Gender and Group Processes on Investment Decisions." Led four-person research team during a two-year study.

Awards and Honors

- 2022 Institute for Advanced Study, University of Bologna (Italy): Senior Fellowship
- 2019 University of Canterbury (New Zealand): Erskine Fellowship
- 2018 Academy of Management: International Research Impact Award
- 2018 American Sociological Association: IPM Outstanding Book Award
- 2017 Copenhagen Business School: DSEB Research Prize
- 2013 European University Institute (Italy): Visiting Fellowship
- 2012 European University Institute (Italy): Fernand Braudel Senior Fellowship
- 2006 Max Planck Institute for the Study of Societies (Germany): Research Fellowship
- 2003 Brown University: Wriston Teaching Award
- 2002 Academy of Management: Newman Best Paper Award
- 2002 Academy of Management: OB Division Best Paper Award

Books

- In Press *Offshore: Stealth Wealth and the New Colonialism* (17 September 2024)
W.W. Norton. 2024 German translation: Campus Verlag.
- 2016 *Capital without Borders: Wealth Management and the One Percent*
Harvard University Press. 2017 Danish translation: Djøf Forlag. 2018 Japanese translation: Misuzu Shobo. 2018 Korean translation: Dongyok. 2022 Russian translation: Gaidar Institute.
*Winner of the 2018 "Outstanding Book Award" from the Inequality, Poverty & Mobility Section of the American Sociological Association.
*Subject of 2019 symposium in *Socio-Economic Review*, 17: 461-70.

- 2009 *Deception: From Ancient Empires to Internet Dating*
Stanford University Press; editor and contributor for multi-author volume.
2012 Korean translation: Slow and Steady Publishing, Seoul.
- 2008 *Pop Finance: Investment Clubs and Stock Market Populism*
Princeton University Press.
2010 Chinese translation: Renmin University Press, Beijing.

Refereed Journal Articles

- 2023 "Toward a Multi-Level Sociology of Fraud." *Northwestern University Law Review*, 118 (1): 139-166. With C. Leslie.
- 2023 "Complex Systems of Secrecy." *PNAS Nexus*, 2 (3): pgad051. With H. Chang, F. Fu & D. Rockmore.
- 2023 "Regional Variation in Tax Compliance and the Role of Culture." *Economia Politica*, 40: 139-52. With A. Guerra
- 2022 "Professions and Inequality: Challenges, Controversies, and Opportunities." *Journal of Professions and Organization*, 10 (1), 80-98. With L. Ashley, M. Boussebaa, S. Friedman, S. Heusinkveld, S. Gustafsson & D. Muzio.
- 2022 "Do Experienced Subjects Bias Experimental Results? Evidence from 16 Laboratories in Six Countries." *Economic and Political Studies*, 11 (3): 350-64. With A. Guerra, S. Steinmo & J. D'Attoma.
- 2021 "Secrecy, Simmel and the New Sociology of Wealth." *Sociologica*, 15: 143-152.
- 2020 "Transnational Professionals." *Annual Review of Sociology*, 46: 399-417. With L. Seabrooke.
- 2018 "Turning Vice into Virtue: Institutional Work and Professional Misconduct." *Human Relations*, 72: 1464-1496.
- 2018 "Between Kinship and Commerce: Fiduciaries and the Institutional Logics of Family Firms." *Family Business Review*, 31: 417-440. With V. Strike.
- 2018 "Attitude-Behavior Consistency in Tax Compliance: A Cross-National Comparison." *Journal of Economic Behavior and Organization*, 156: 184-205. With A. Guerra.
- 2017 "Fraud and Fantasy: Toward a New Research Agenda for Economic Sociology." *Socio-Economic Review*, 15: 249-255.
- 2017 "Habitus and the Labor of Representation Among Elite Professionals." *Journal of Professions and Organization*, 4: 282-301.
- 2017 "Trusts and Financialization." *Socio-Economic Review*, 15: 31-63.
*Reprinted in 2020 *International Handbook of Financialization*, P. Mader, D. Mertens & N. van der Zwan (Eds.), Routledge.
- 2015 "Going Global: Professionals and the Microfoundations of Institutional Change." *Journal of Professions and Organization*, 2: 103-121.

- 2014 "The Companies We Keep: From Legitimacy to Reputation in Retail Investment." *Socio-Economic Review*, 12: 186-195.
- 2012 "Trust and Estate Planning: A Profession and Its Contribution to Socio-Economic Inequality." *Sociological Forum*, 27: 825-846.
- 2012 "Scenes from a Power Struggle: The Rise of Retail Investors in the US Stock Market." *Research in the Sociology of Organizations*, 34: 231-258.
- 2009 "Trust and Estate Planning." *Max Planck Institute Discussion Papers*, 09/6:1-28.
- 2008 "Politics in the Public Sphere: The Power of Tiny Publics in Classical Sociology." *Sociologica*, 1/2008: 1-20. With G. Fine.
- 2006 "Where the Action Is: Small Groups and Contemporary Sociological Theory." *Small Group Research*, 37: 1-16. With G. Fine.
- 2004 "Tiny Publics: Small Groups and Civil Society." *Sociological Theory*, 22: 341-356. With G. Fine.
- 2003 "The Social Psychology of Access in Ethnographic Research." *Journal of Contemporary Ethnography*, 32: 592-625.
- 2002 "The Pervasive Effects of Network Content." *Academy of Management Best Paper Proceedings*, 50: 1-6.
- 2002 "Obtrusiveness as Strategy in Ethnographic Research." *Qualitative Sociology*, 25: 49-61.
- 2001 "Organizational Performance and Corporate Social Capital." *Research in the Sociology of Organizations*, 18: 83-106.
- 2000 "Opening the 'Black Box:' Small Groups and 21st Century Sociology." *Social Psychology Quarterly*, 63: 312-323. With G. Fine.

Book Chapters

- Forthcoming "Fictive Kinship and the Trustee." Chapter 24 in *Oxford Handbook of Comparative Trust Laws*, A. Hofri (Ed.), Oxford University Press.
- Forthcoming "The Extra-Territorial Circulation of Elite Capitals." Chapter 13 in *Oxford Handbook of Global Elites*, A. Lareau and M. Savage (Eds.), Oxford University Press
- 2022 "The Populism of Transnational Plutocrats." Chapter 16 in *Business and Populism*, G. Morgan and M. Feldmann (Eds.), Oxford University Press.
- 2021 "Explaining Tax Compliance by Individuals." Pp. 356-374 in *Handbook on the Politics of Taxation*, L. Hakelberg and L. Seelkopf (Eds.), Edward Elgar. With A. Guerra.
- 2020 "Trusts and Financialization." Pp. 276-287 in *International Handbook of Financialization*, P. Mader, D. Mertens and N. van der Zwan (Eds.), Routledge.
- 2017 "Studying Elite Professionals in Transnational Settings." Pp. 39-49 in *Professional Networks in Transnational Governance*, L. Seabrooke & L. Henriksen (Eds.), Cambridge University Press.

- 2016 "Social Structure, Power and Financial Fraud." Pp. 340-355 in *The Global Financial Crisis: Economics, Psychology and Values*, T. Malliaris, L. Shaw & H. Shefrin (Eds.), Oxford University Press.
- 2015 "Immersion Ethnography of Elites." Pp. 134-142 in *Handbook of Qualitative Organizational Research*, K. Elsbach & R. Kramer (Eds.), Routledge.
- 2013 "States and Financial Crises." Pp. 267-282 in *Introduction to Political Sociology*, B. Brincker (Ed.), Gyldendal Akademisk.
- 2012 "From Trustees to Wealth Managers." Pp. 190-209 in *Inherited Wealth, Justice, & Equality*, G. Erreygers & J. Cunliffe (Eds.), Routledge.
- 2012 "Shame and Stock Market Losses: The Case of Amateur Investors in the US." Pp. 81-98 in *Emotions in Finance*, J. Pixley (Ed.), Routledge.
- 2012 "The Sociology of Financial Fraud." Pp. 393-410 in *The Oxford Handbook of the Sociology of Finance*, K. Knorr-Cetina & A. Preda (Eds.), Oxford University Press.
- 2009 "Introduction: Beyond True and False." Pp. 1-18 in *Deception: From Ancient Empires to Internet Dating*, B. Harrington (Ed.), Stanford University Press.
- 2009 "Responding to Deception: The Case of Fraud in Financial Markets." Pp. 236-53 in *Deception: From Ancient Empires to Internet Dating*, B. Harrington (Ed.), Stanford University Press.
- 2009 "Introduction." Pp. ix-xxi in *Death, Deeds and Descendants, 2nd Ed.*, by Remi Clignet, Transaction Press. With J. Beckert.
- 2007 "What Is Social, or Secure, About Social Security?" Pp. 343-46 in D. Papadimitriou (Ed.), *Government Spending on the Elderly*, Palgrave.
- 2007 "Can Small Investors Survive Social Security Privatization?" Pp. 308-13 in D. Canon, J. Coleman & K. Mayer (Eds.), *Faultlines: Debating the Issues in American Politics*, W.W. Norton.

Invited Lectures (selected)

- 2024 "Networks and Secrecy in Offshore Finance." Harvard University, Cambridge, March 22.
- 2023 "Tax and Offshore: A Wealth Manager's Perspective." Canadian Revenue Authority, Ottawa, Canada, January 10.
- 2022 "Offshore Experts and State Capture." Norwegian Institute of International Affairs, Bergen, Norway, September 1.
- 2021 "Turning Vice into Virtue: Professional Responses to Reputational Crises." University of Oxford, UK, September 5.
- 2021 "Inequality and Offshore." Albright Institute of Global Affairs, Wellesley College, January 5.
- 2019 "In Search of Stealth Wealth." University of Zurich, Switzerland, June 7.
- 2018 "Inequality as a Product of Professional Finance." University of Paris at Nanterre, November 15.

- 2018 "Global Elites and Offshore." Northwestern University, Evanston, May 24.
- 2018 "The \$200B Question: Why Is It So Difficult to Collect Taxes from the Ultra-Rich?" Australian Taxation Office, Sydney, April 9.
- 2018 "Dollars and Difference: The Diversity Premium in Investment Teams." Chartered Financial Analysts' Institute, Ljubljana, Slovenia, February 13.
- 2017 "Building Popular Participation in the Colombian Stock Market." Asobolsa, Cartagena, Colombia, August 25.
- 2017 "Wealth and Taxation." Danish Parliament, Copenhagen, May 29.
- 2017 "Inequality and Tax Havens." Hebrew University, Jerusalem, March 20.
- 2017 "Wealth Management and the Privileges of the 1%." European Parliament, ALDE Group, Brussels, March 2.
- 2017 "Global Wealth Inequality." University of the Higher School of Economics, St. Petersburg, Russia, February 2.
- 2017 "Creative Compliance: Wealth Management, Taxes and the Law." European Parliament, PANA Group, Brussels, January 24.
- 2016 "Above the Law? Wealth Management and the 1%." Norwegian School of Economics, Oslo, November 22.
- 2016 "Wealth Management and Inequality." Trinity College, Dublin, March 24.
- 2016 "Methodology and Globalization: For a Sociology of the Small Picture." Finnish Sociological Society Annual Meeting, Jyväskylä, March 17.
- 2015 "Good People, Bad Reputations: Resolving Identity-Reputation Conflict in Financial Services." University of Oxford, UK, May 14.
- 2013 "Professions and Plutocracy: The Case of Wealth Managers." European University Institute, Florence, February 20.
- 2012 "From Trustees to Wealth Managers." European Science Foundation Conference on Shadow Banking, Copenhagen, May 25.
- 2010 "The Limitations of Behavioral Finance." Chartered Financial Analysts' Institute, INSEAD, Fontainebleau, France, June 9.
- 2009 "Wealth of Nations? Dynastic Fortunes and the Power of the State." Avenir Suisse, Zurich, June 5.
- 2009 "Structure and Strategy: Organization Design in Complex Systems." Society of Chartered Financial Analysts, Frankfurt, February 10.
- 2008 "Investors, Identity and Financial Markets." Royal Society of Arts, London, April 14.
- 2007 "Fraud in Financial Markets: The Response of Individual Investors." Max Planck Institute for the Study of Societies, June 21.
- 2006 "Dollars and Difference: The Effects of Group Demography on Workgroup Performance." Cornell University, April 28.

- 2004 "Diversity as Adaptation in Complex Financial Systems."
Santa Fe Institute, April 7.
- 2004 "The Business Case for Diversity." Stanford GSB, February 17.

Conference Papers (selected)

- 2023 "Financial Professionals and Global Inequality." SISEC (Società Italiana di Sociologia Economica), Brescia, Italy.
- 2022 "The Crisis of Governance in the Professions." Academy of Management, Seattle.
- 2021 "The Rise of Professionals in Offshore Finance." American Sociological Association, virtual.
- 2019 "Transnational Professionals." Society for the Advancement of Socio-Economics, New York.
- 2018 "Fiduciaries and Family Firms: Integrating the Logics of Commerce and Kinship." Academy of Management, Chicago.
- 2017 "*Capital without Borders: An Assessment.*" For author-meets-critics session at Society for the Advancement of Socio-Economics, Lyon.
- 2016 "Old Wine in New Bottles: Translating Finance for an International Elite." Society for the Advancement of Socio-Economics, San Francisco.
- 2014 "Going Global: The Transnational Diffusion of Professional Work." American Sociological Association, San Francisco.
- 2012 "Investor Responses to Financial Losses." Law & Society, Honolulu.
- 2009 "The Trustee." American Sociological Association, San Francisco.
- 2009 "Proust's Portfolio: Value, Meaning and Identity." Society for the Advancement of Socio-Economics, Paris.
- 2008 "The Diversity Premium." American Sociological Association, Boston.
- 2006 "Social Responsibility and Social Identity in Stock Investment." American Sociological Association, Montreal.
- 2005 "Where the Action Is: New Directions in Small Group Sociology." American Sociological Association, Philadelphia.

Teaching Areas

Money & Markets in the Global Economy

Public & Private Sector Organizations

Transnational Organizations & Governance

Professionals, Policy & Practice

Designing Quantitative & Qualitative Research

Professional Activities & Affiliations

Professional Society	American Sociological Association, Public Engagement Advisory Committee, 2018-present
Editorship	<i>Journal of Professions and Organization</i> , 2021-2023
Editorial Board	<i>Journal of Professions and Organization</i> , 2017-2020, 2024-present <i>European Economic Sociology Newsletter</i> , 2007-2009
Journal Reviewer	<i>American Sociological Review</i> , <i>American Journal of Sociology</i> , <i>Science</i> , <i>Social Forces</i> , <i>Organization Science</i> , <i>Academy of Management Journal</i> , <i>Research in the Sociology of Organizations</i> , 1999-present.
Conference Organizer	<p>“<i>Studying Organizational Elites in an Unequal World: A Call to Action.</i>” Academy of Management PDW; Seattle, 2022.</p> <p>“<i>New Studies of Business Elites.</i>” European Group for Organization Studies; Vienna, 2022.</p> <p>“<i>Dreams, Fictions and Calculations: Imagined Futures in Organizational Life.</i>” European Group for Organization Studies; Edinburgh, 2019.</p> <p>“<i>Deception: Methods, Motives, Contexts and Consequences.</i>” Santa Fe Institute; Santa Fe, NM, 2005 & 2007. Basis for edited volume published in 2009 by Stanford University Press.</p> <p>“<i>Women, Men, Money & Markets.</i>” Academy of Management annual meeting; Washington, DC, 2001.</p>

Service & Supervision

Program Director	<p><i>International exchange program with University of Copenhagen</i> Director of selective international study program that sends Dartmouth students to the University of Copenhagen for Fall semester, 2019-present.</p> <p><i>Degree program in Sociology & Business Administration</i> Director of undergraduate program involving 173 students from 15 countries at Copenhagen Business School, 2016-2018.</p>
Program & Curriculum Development	<p><i>New degree program in Business Administration & Sociology</i> Created courses, exams and curricula for new undergraduate major at the Copenhagen Business School, 2010-2011.</p> <p><i>New degree program in Public & Private Sector Organizations</i> Designed core courses, speaker series and extra-curricular activities for new degree offered at Brown University, 1999-2006.</p>
International	<p>Designed MA curriculum in Transnational Taxation and Offshore Finance at the University of Canterbury, NZ, 2019.</p> <p>Designed MA curriculum in Public & Private Sector Organizations at the Sino-Danish Research Center in Beijing, 2013.</p> <p>Designed curriculum for faculty at universities in Tanzania and Ghana on academic fund-raising and grant-writing through cross-national research collaborations, 2012-2013.</p>

**Research
Supervision**

Supervised 5 PhD dissertations, 16 MA theses, and 40 BA theses, all completed successfully.

Communications & Consultancies (selected)

**Interviews
Given**

Research findings featured in the *New York Times*, *New Yorker*, *Economist*, *Washington Post*, *Wall Street Journal*, CNN, NPR, the BBC, *Time* and *Newsweek* magazines, two Netflix documentaries, among others, 1998-present.

**Op-Eds
Published**

"Mob Justice: What Do Plutocrats and Supreme Court Members Get from Being Friends?" *The Atlantic*, 7 May 2023.

"Break the Chain Between Russian Oligarchs and Managers and You Break Everything." *New York Times*, 21 March 2023

"The Power of Stigma: Shaming Russian Elites Has Helped Weaken Putin." *Foreign Affairs*, 27 October 2022. With Alex Cooley.

"Sanctions on Russia Are a Reminder That Shame Works on Oligarchs." *Washington Post*, 4 April 2022.

"The Secret World of Offshore Banking Is Proving It Can Stand Up to Kleptocrats." *Washington Post*, 8 March 2022.

"The Russian Elite Can't Stand the Sanctions." *The Atlantic*, 5 March 2022.

"Offshore Accounts Aren't Just for Evading Taxes. They're for Evading Rule of Law." *Washington Post*, 9 October 2021, p. B14.

"The Shame of the Pandora Papers." *New York Times*, 8 October 2021, p. A18.

"How Sociologists Can Battle COVID Denialism." *The Chronicle of Higher Education*, 1 September 2021.

"Here's Why Your Efforts to Convince Anti-Vaxxers Aren't Working." *The Guardian*, 9 August 2021.

"The Anti-Vaccine Con Job Is Becoming Untenable." *The Atlantic*, 1 August 2021.

"The Professionals Who Are Really Not Helping." *The Atlantic*, 14 January 2021.

"Trump's Tax Avoidance Is A Tax on the Rest of Us." *New York Times*, 1 October 2020.

"I Almost Lost My Career Because I Had the Wrong Passport." *New York Times*, 3 December 2019.

"'Aristocrats are Anarchists:' Why the Wealthy Back Trump and Brexit." *The Guardian*, 7 February 2019.

"The Bad Behavior of the Richest: What I Learned from Wealth

Managers.” *The Guardian*, 19 October 2018.

“Yes, Trump’s Cabinet Is Super-Rich. That’s Not Why We Should Be Worried.” *Washington Post*, 19 January 2017.

“How to Hide It: Inside the Secret World of Wealth Managers.” *The Guardian*, 21 September 2016.

“The Extraordinary Intimacy Between the Ultra-Rich and Their Wealth Managers.” *The Atlantic*, 12 September 2016.

“Why Tax Havens are Political and Economic Disasters.” *The Atlantic*, 28 July 2016.

“Panama Papers: The Real Scandal Is What’s Legal.” *The Atlantic*, 6 April 2016.

“Inside the Secretive World of Tax Avoidance Experts.” *The Atlantic*, 26 October 2015.

“Monsters of the Complex Market.” *Philadelphia Inquirer*, op-ed, 18 November 2008.

“Investor Beware” and “Money and Moral Hazard.” *The American Prospect*, cover story, 10 September 2001.

Consultation

OECD, European Parliament, World Bank, International Monetary Fund, Danish Parliament, amazon.com, Credit Suisse, Fidelity Investments, Legg Mason Funds Management, Ogilvy & Mather, tax authorities of Denmark, Iceland, Finland, Australia, New Zealand, Canada & S Korea