

# Manuela R Collis

Toronto, ON, Canada

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## Research Interests

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Gender and Inequality, Organizations, Strategy, Entrepreneurship and Innovation, Digitization, Experimental Methods, Behavioral Economics

## Education

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University of Toronto, Rotman School of Management

Toronto, ON, Canada

Doctor of Philosophy (Ph.D) in Management

Sep 2020 –

*Committee: Nicola Lacetera (Chair), Avi Goldfarb, Sarah Kaplan, András Tilcsik*

Tufts University, Fletcher School of Law and Diplomacy

Medford MA, USA

Master of Arts in Law and Diplomacy

2016 - 2018

Bern University of Applied Sciences

Bern, BE, Switzerland

Bachelor of Science in Business Administration (BFH) with Specialization in Banking and Finance

2012 - 2016

- One-year exchange at the Leicester Business School at De Montfort University in the United Kingdom (2014-2015)

## Research

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### P U B L I C A T I O N S

Coffman, Katherine B., **Manuela R. Collis**, and Leena Kulkarni. 2023. "Whether to Apply." *Management Science*, September. <https://doi.org/10.1287/mnsc.2023.4907>.

Coffman, Katherine B., **Manuela R. Collis**, and Leena Kulkarni. 2023. "Stereotypes and Belief Updating." *Journal of European Economic Association*. <https://doi.org/10.1093/jeea/jvad063>.

### W O R K I N G P A P E R S

**Collis, Manuela R** and Clémentine Van Effenterre. 2024. "Workplace Hostility. "

### SELECTED WORK IN PROGRESS

**Collis, Manuela R.** 2023. "Gender Gaps in Ph.D. Graduation and Scientific Publishing: A Case Study of East and West Germany." *Draft available upon request*.

**Collis, Manuela R.** 2024. "Sexual Misconduct and its effect on organizations, careers, and the field." *Data collection*.

**Collis, Manuela R** and Clémentine Van Effenterre. 2024. "Hostility and Productivity in a group setting." *Piloting stage*.

## Teaching

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Teaching Assistant, Entrepreneurial Finance and Private Equity (undergraduate level; topics covered in class: VC as an industry, writing of business plan, valuation of early-stage companies, varieties of early-stage startup financing), University of Toronto, Instructor: Prof. Camille Hebert (Winter 2023, 2024), **Guest**

**Lecture (class topic: diversity in entrepreneurial finance; style: interactive lecturing and case method; instructor evaluations: 4.8/5)**

Guest Lecture, Experimental Economics (PhD level; class topic: Gender; style: interactive lecturing; course instructor: Prof. Tanjim Hossain (Fall 2023))

## **Presentations, Conferences, and Workshops**

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- 2024     **Conference on Field Experiments in Strategy, INSEAD, Fontainebleau**  
Presenter of “Workplace Hostility”
- People and Organizations Conference, The Wharton School, Philadelphia**  
Presenter of “Workplace Hostility”
- Research with and within Organizations, Leibniz Centre for European Economic Research (ZEW), Mannheim**  
Presenter of “Workplace Hostility”  
● Finalist for Early Career Researcher Best Paper Award
- European Association of Labour Economists (EALE) Conference, Norwegian School of Economics, Bergen**  
Poster presentation of “Workplace Hostility”
- Advances with Field Experiments (AFE), London School of Economics, London**  
Presenter of “Workplace Hostility”
- Stanford Institute for Theoretical Economics (SITE), Stanford University, Stanford**  
Presenter of “Workplace Hostility” at Session “Experimental Economics.”
- SMS Strategies for Sustainable Human Development, Johns Hopkins University, Washington D.C.**  
Presenter of “Workplace Hostility” at Sub-Theme: “Managing Firm Human Capital Sustainably”
- European Group for Organizational Studies (EGOS) Colloquium, University of Milan-Bicocca, Milan**  
Presenter of “Workplace Hostility” at Sub-Theme: “The Impact of Organizational Practices on Workplace Inequality and Diversity”
- Canadian Economic Association (CEA) Annual Meeting, Toronto**  
Presenter of “Workplace Hostility” at Session “The Workplace”
- Annual Research Roundtable on Gender and the Economy, Rotman School of Management, Toronto**  
Presenter of “Workplace Hostility”
- 2023     **Academy of Management (AOM) Annual Meeting, Boston**  
Co-chaired Symposia:  
● Drivers of Racial and Gender Workplace Inequalities (*Best Symposium for the Organization and Management Theory Division (runner-up)*)  
● Diversity in Entrepreneurship - An Experimental Investigation  
Host at Personal Development Workshop:  
● How to Succeed in the PhD Admissions Process: A Consortium for Pre-Doctoral Students
- Medici Summer School, Cambridge**  
PhD Workshop
- National Bureau of Economic Research – Economics of Digitization, San Francisco**  
Doctoral Digitization Tutorial, NBER Workshop of Digital Economics
- National Bureau of Economic Research – Digital Economics and AI, Toronto**  
NBER Digital Economics and AI Tutorial, NBER Workshop of Digital Economics and AI

**Annual Research Roundtable on Gender and the Economy, Rotman School of Management, Toronto**

Presenter of “Workplace Hostility”

**Collective Impact Doctoral Workshop, virtual**

2022 **National Bureau of Economic Research Economics of Artificial Intelligence (AI) Conference**

**National Bureau of Economic Research Summer Institute, Cambridge**

NBER Entrepreneurship Research Boot Camp, NBER SI Entrepreneurship Meeting

**European Group for Organizational Studies (EGOS) Colloquium, Vienna**

Presenter of “Whether to Apply” at Sub-Theme:

- “The Impact of Organizational Practices on Workplace Inequality and Diversity”

2019 **Academy of Management (AOM) Annual Meeting, Boston**

Presenter of “Whether to Apply” at Symposium:

- Gender and Workplace Decision-Making: Women’s Strategic Choices Throughout the Pipeline

Participant at Personal Development Session:

- New Doctoral Student Consortium (NDSC)

## Research Grants

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**Schwartz Reisman Institute Graduate Fellowship Award**

University of Toronto, \$7,500, 2024

**Insights Development Grant** (joint with Clémentine Van Effenterre and Avner Seror)

Social Sciences and Humanities Research Council ([SSHRC](#)), \$ 74,645, 2022

**Institute for Gender and the Economy (GATE) Research Grant**

Rotman School of Management, University of Toronto, \$8,000, 2022 – 2023

**TD-Management and Data Analytics Lab (TD-MDAL) Research Grant**

Rotman School of Management, University of Toronto, \$ 3,349.75, 2022

## Awards, Fellowships, Recognitions

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2024 **Schwartz Reisman Institute Graduate Fellowship Award**

2023 **Best Symposium for the Organization and Management Theory Division (runner-up)**

Academy of Management (AoM) Annual Meeting

2022 – present **Institute for Gender and the Economy (GATE) PhD Fellow**

*Rotman School of Management at University of Toronto*

2020/2021 **Director’s Fellowship Award**

*Rotman School of Management at University of Toronto*

2018 - 2019 **Women in Public Policy Program (WAPPP) Fellow**

*Harvard Kennedy School*

2016 - 2018 **Scholarship Award**

*The Fletcher School at Tufts University*

2016 - 2018 **Scholarship Award**

*Canton of Solothurn, Switzerland*

## Professional Affiliations and Activities

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### Referee Services for

- Academy of Management Annual Meeting, Journal of Human Resources, Journal of Comparative Economics, Journal of Economic Psychology, Management Science

**Member, Academy of Management**

2019 – Present

**Member, European Group for Organizational Studies**

2021 – Present

**Member, Canadian Economic Association**

2024 – 2025

**Member, European Association of Labor Economists**

2024 – 2025

### Service and Leadership Activities

- Co-President of the Rotman PhD Student's Association, 2023/2024
- Co-organizer of seminar series at the Institute for Gender and the Economy, 2023/2024
- Co-organizer, speaker, and mentor at the Summer Research Opportunity Program (SROP) 2021, 2022  
*The goal of the Canada SROP is to increase the number of BIPOC (Black, Indigenous, and People of Color) PhD students and faculty members in the fields of Management, Economics, and Psychology across Canada.*
- Organize a virtual PhD student coffee chat (randomized student pairing) during the pandemic year of 2020/2021

## Research Assistantship and Professional Experience

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**Harvard Business School**

**Boston, MA, USA**

Research Associate

2018 - 2020

Research Assistant

2017 – 2018

**Institute for Democracy and Higher Education / Tisch College of Civic Life  
at Tufts University**

**Medford, MA, USA**

Quantitative Research Assistant

2018

**The Fletcher School at Tufts University**

**Medford, MA, USA**

Research Assistant

Jun 2017 – Dec 2017

**Bern University of Applied Sciences**

**Bern, BE, Switzerland**

Research Assistant

Jan 2017 – Oct 2017

**Raiffeisenbank**

**Fulenbach, SO, Switzerland**

Executive Assistant, Financial Advisor, Apprenticeship in Banking

2006 - 2016

- Raiffeisen is the third largest banking group in Switzerland, employs >10,000 people and has a cooperative legal structure.

## Other Publications:

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**Collis, Manuela R.**, “Unpacking Himpathy: Understanding and Addressing Bias in Sexual Assault Allegations.” *The Institute for Gender and the Economy*, 2024.

**Collis, Manuela R.**, “Shining a light on boardroom diversity: Lessons from comply-or-explain regulations?” *The Institute for Gender and the Economy*, 2024.

**Collis, Manuela R.**, “Was It Me or Was It Gender Discrimination?” *The Institute for Gender and the Economy*, 2024.

**Collis, Manuela R.**, “How the “Specter of Motherhood” impacts All Women in STEM Fields – and Likely Beyond” *The Institute for Gender and the Economy*, 2024.

**Collis, Manuela R.**, “How Sharing information about others’ beliefs about gender can shape gender norms.” *The Institute for Gender and the Economy*, 2023.

**Collis, Manuela R.**, “How international trade shapes gender gaps in employment.” *The Institute for Gender and the Economy*, 2022.

- Coffman, Katherine B., Alison Wood Brooks, Judith A. Clair, Katherine Chen, **Manuela Collis**, and Kathleen L. McGinn. "The Boss Has the Wrong Idea." Harvard Business School Teaching Note 920-053, March 2020.
- Beshears, John, **Manuela Collis**, Christine L. Exley, and Davis Heniford. "Negotiating for Equal Pay: The US Women's National Soccer Team (A)," Harvard Business School Case 920-029, December 2019.
- Beshears, John, **Manuela Collis**, Christine L. Exley, and Davis Heniford. "Negotiating for Equal Pay: The US Women's National Soccer Team (B)," Harvard Business School Case 920-0303, December 2019.
- Bergom, Inger, **Manuela Jäggi**, and Gautam Prapath. "College Student Voter Ineligibility and Its Impact on Turnout Estimates." *Association for Institutional Research, Data and Decisions for Higher Education*, 2018.
- Jäggi, Manuela** and Alexander Hunziker, "A Swiss think tank in behavioral economics – why it is needed and how it should be organized," in *Strategic Organisation*, ed. Kim Oliver Tokarski, Jochen Schellinger, and Philipp Berchtold, 345-365, Wiesbaden, Springer, 2018 (*based on my Bachelor's thesis / in German*)

## Skills and Interests

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### Languages

- Swiss German (native), German (native), English (fluent), French (intermediate)

### Technical

- STATA, Python, Qualtrics, Javascript, oTree, Tableau, MTurk, Prolific, CloudResearch

### Other

- Hiking, hot inferno pilates, running, current affairs, travelling.