

# Manuela R Collis

Toronto, ON, Canada

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## Research Interests

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Gender and Inequality, Organizations, Future of Work

## Education

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**University of Toronto, Rotman School of Management**

Doctor of Philosophy (Ph.D.) in Management

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

**Toronto, ON, Canada**

*2020 - Present*

**Carnegie Mellon University, Tepper School of Business**

Visiting Doctoral Student

**Pittsburgh, PA, USA**

*Fall 2024*

**Tufts University, Fletcher School of Law and Diplomacy**

Master of Arts in Law and Diplomacy

**Medford MA, USA**

*2016 - 2018*

**Bern University of Applied Sciences**

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

**Bern, BE, Switzerland**

*2012 - 2016*

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

## Research

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### PUBLICATIONS

Coffman, Katherine B., **Manuela R. Collis**, and Leena Kulkarni. 2024. "Whether to Apply." *Management Science*. <https://doi.org/10.1287/mnsc.2023.4907>.

Coffman, Katherine B., **Manuela R. Collis**, and Leena Kulkarni. 2024. "Stereotypes and Belief Updating." *Journal of European Economic Association*. <https://doi.org/10.1093/jeea/jvad063>.

### WORKING PAPERS

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

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

### SELECTED WORK IN PROGRESS

**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." *Piloting stage*.

## Research Grants

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**Schwartz Reisman Institute for Technology and Society Graduate Fellowship Award**

University of Toronto, \$7,500, 2024

## Research Grants (*continued*)

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

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

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

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

### **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	<b>Nominated for Early Career Researcher Best Paper Award</b> <i>Research with and within Organizations, Leibniz Centre for European Economic Research (ZEW), Mannheim</i>
2024 - 2025	<b>Schwartz Reisman Institute for Technology and Society Graduate Fellowship Award</b> University of Toronto
2023	<b>Best Symposium for the Organization and Management Theory Division (runner-up)</b> <i>Academy of Management (AoM) Annual Meeting</i>
2022 – present	<b>Institute for Gender and the Economy (GATE) PhD Fellow</b> <i>Rotman School of Management at University of Toronto</i>
2020 - 2021	<b>Director's Fellowship Award</b> <i>Rotman School of Management at University of Toronto</i>
2018 - 2019	<b>Women in Public Policy Program (WAPPP) Fellow</b> <i>Harvard Kennedy School</i>
2016 - 2018	<b>Scholarship Award</b> <i>The Fletcher School at Tufts University</i>
2016 - 2018	<b>Scholarship Award</b> <i>Canton of Solothurn, Switzerland</i>

## Teaching

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Teaching Assistant and Guest Lecturer, Entrepreneurial Finance and Private Equity, Instructor:  
Prof. Camille Hebert (Winter 2023, 2024), Evaluation: 4.8/5.

Guest Lecturer, Experimental Economics (PhD level; class topic: Gender), Instructor: Prof. Tanjim Hossain (Fall 2023).

## Research Reports and Business Cases

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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.

## Research Reports and Business Cases (*continued*)

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- 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*).

## Presentations and Conferences

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### “Workplace Hostility”

- **Conference on Field Experiments in Strategy**, INSEAD, Fontainebleau, December 2024
- **The Implications of Remote Work Conference**, Stanford Institute of Economic Policy Research (SIEPR) and the Hoover Institution, Stanford University, Stanford, October 2024.
- **Monthly Executive Meeting, Wharton Center for Human Resources**, The Wharton School at University of Pennsylvania, virtual, September 2024. *Invited presentation on incivility at work.*
- **People and Organizations Conference**, The Wharton School at University of Pennsylvania, Philadelphia, September 2024.
- **Research with and within Organizations**, Leibniz Centre for European Economic Research (ZEW), Mannheim, September 2024. *Nominated for Early Career Researcher Best Paper Award.*
- **European Association of Labour Economists (EALE) Conference**, Norwegian School of Economics, Bergen, September 2024.
- **Advances with Field Experiments (AFE)**, London School of Economics, London, September 2024.
- **Stanford Institute for Theoretical Economics (SITE)**, Stanford University, Stanford, August 2024. At the “Experimental Economics” session.
- **European Group for Organizational Studies (EGOS) Colloquium**, University of Milan-Bicocca, Milan, July 2024. At Sub-Theme: “The Impact of Organizational Practices on Workplace Inequality and Diversity”
- **SMS Strategies for Sustainable Human Development**, Johns Hopkins University, Washington D.C., June 2024. At Sub-Theme “Managing Firm Human Capital Sustainably”
- **Canadian Economic Association (CEA) Annual Meeting**, Toronto, June 2024. Session title: “The Workplace.”

## Presentations and Conferences (*continued*)

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- **Annual Research Roundtable on Gender and the Economy**, Rotman School of Management, Toronto, May 2024.

### **“Gender Gaps in Ph.D. Graduation and Scientific Publishing: Evidence from East and West Germany.”**

- **Annual Research Roundtable on Gender and the Economy**, Rotman School of Management, Toronto, May 2023.
- **TD-MDAL Research Roundtable**, Rotman School of Management, Toronto, May 2023.

### **“Whether to Apply”**

- **European Group for Organizational Studies (EGOS) Colloquium**, Vienna, July 2020.  
Sub-Theme: “The Impact of Organizational Practices on Workplace Inequality and Diversity”
- **Academy of Management (AOM) Annual Meeting**, Boston, August 2019.  
Session: Gender and Workplace Decision-Making: Women’s Strategic Choices Throughout the Pipeline  
Participant at Personal Development Session:

## Doctoral Consortia and Workshops

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- **Medici Summer School, MIT Sloan School of Management, Cambridge, May 2023.**  
Theme: “Rise of the Platform Economy and its Implications”
- **National Bureau of Economic Research – Economics of Digitization, San Francisco, March 2023.**  
Doctoral Digitization Tutorial, NBER Workshop of Digital Economics
- **National Bureau of Economic Research – Digital Economics and AI, Toronto, September 2023.**  
NBER Digital Economics and AI Tutorial, NBER Workshop of Digital Economics and AI
- **Collective Impact Doctoral Workshop, virtual, January 2023.**
- **National Bureau of Economic Research Summer Institute, Cambridge, July 2022.**  
NBER Entrepreneurship Research Boot Camp, NBER SI Entrepreneurship Meeting
- **Academy of Management (AOM) Annual Meeting, Boston, August 2019.**  
New Doctoral Student Consortium (NDSC)

## Professional Affiliations and Activities

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### **Referee Services for**

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

<b>Member, Academy of Management</b>	<i>2019 – Present</i>
<b>Member, European Group for Organizational Studies</b>	<i>2021 – Present</i>
<b>Member, Canadian Economic Association</b>	<i>2024 – 2025</i>
<b>Member, European Association of Labor Economists</b>	<i>2024 – 2025</i>

### **Service and Leadership Activities**

- Co-chaired symposium entitled “Drivers of Racial and Gender Workplace Inequalities.” *Best Symposium for the Organization and Management Theory Division (runner-up)*. Academy of Management (AOM) Annual Meeting, Boston, August 2023.
- Co-chaired symposium entitled “Diversity in Entrepreneurship - An Experimental Investigation.” Academy of Management (AOM) Annual Meeting, Boston, August 2023.

### Service and Leadership Activities (continued)

- Host at Personal Development Workshop entitled “How to Succeed in the PhD Admissions Process: A Consortium for Pre-Doctoral Students.” Academy of Management (AOM) Annual Meeting, Boston, August 2023.
- 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, 2024/2025
- 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

### Student Advising and Placement

- Jia Jun (Jacob) Li (undergraduate): Predoctoral Fellow at Opportunity Insights, Harvard University
- Erin Famaran (undergraduate): Data Quality Lead at Cohere

## Research Assistantship and Professional Experience

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### Harvard Business School

Research Associate  
Research Assistant

**Boston, MA, USA**

2018 - 2020  
2017 – 2018

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

Quantitative Research Assistant

**Medford, MA, USA**

2018

### The Fletcher School at Tufts University

Research Assistant

**Medford, MA, USA**

Jun 2017 – Dec 2017

### Bern University of Applied Sciences

Research Assistant

**Bern, BE, Switzerland**

Jan 2017 – Oct 2017

### Raiffeisenbank

Executive Assistant, Financial Advisor, Apprenticeship

**Fulenbach, SO, Switzerland**

2006 - 2016

## Additional information

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### Nationality and U.S. Legal Status

- Swiss Citizen, U.S. Permanent Resident Card (green card) holder

## References

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### Nicola Lacetera (Chair)

Professor  
University of Bologna  
University of Toronto (on Leave)  
[nicola.lacetera@utoronto.ca](mailto:nicola.lacetera@utoronto.ca)

### Sarah Kaplan

Distinguished Professor  
Rotman School of Management  
University of Toronto  
[sarah.kaplan@rotman.utoronto.ca](mailto:sarah.kaplan@rotman.utoronto.ca)

### Avi Goldfarb

Professor  
Rotman School of Management  
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### András Tilcsik

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