

Manuela R Collis

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Research Interests

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

Education

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

Sep 2020 –

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 in the United Kingdom (2014-2015)

Commercial Vocational School

Commercial Apprenticeship, Swiss Federal Vocational Baccalaureate in Banking

Olten, SO, Switzerland

2006-2009

Research

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>.

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. and Clémentine Van Effenterre. 2023. "Workplace Hostility" *Draft available upon request*.

Teaching

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)**

Presentations, Conferences, and Workshops

- 2023 **Academy of Management (AOM) Annual Meeting 2023, 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

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 2022, 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 2019, 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

- 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

- 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 <i>Rotman School of Management at University of Toronto</i>
2020/2021	Director's Fellowship Award <i>Rotman School of Management at University of Toronto</i>
2018 - 2019	Women in Public Policy Program (WAPPP) Fellow <i>Harvard Kennedy School</i>
2016 - 2018	Scholarship Award <i>The Fletcher School at Tufts University</i>
2016 - 2018	Scholarship Award <i>Canton of Solothurn, Switzerland</i>

Professional Affiliations and Activities

Referee Services for

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

Member, Academy of Management

2019 – Present

Member, European Group for Organizational Studies

2021 – Present

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

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:

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 Praphat. “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

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, therapy dog visits at local elderly home.