

# Manuela R Collis

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## Research Interests

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Gender and Inequality, Organizations, Science and Innovation, Strategy, Future of Work, Strategic Human Capital

## Education

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

Doctor of Philosophy (Ph.D.) in Management

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

**Toronto, ON, Canada**

*2020 - Present*

**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

**Bern, BE, Switzerland**

*2012 - 2016*

## Research

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### PUBLICATIONS

Coffman, Katherine B., Manuela R. Collis, and Leena Kulkarni. 2024. Whether to apply. *Management Science*, 70(7), pp.4649-4669.

Coffman, Katherine, Manuela R. Collis, and Leena Kulkarni. 2024. Stereotypes and belief updating. *Journal of the European Economic Association*, 22(3), pp.1011-1054.

### WORKING PAPERS

Collis, Manuela R. 2025. Sexual Misconduct and Scientific Production.

Collis, Manuela R. and Clémentine Van Effenterre. 2025. Workplace Hostility.

*Nominated for the SMS Annual Conference Responsible Research Paper Prize 2025 and the ZEW Research with and within Organizations Early Career Researcher Best Paper Award 2024.*

Collis, Manuela R. 2023. "Institutional Determinants of Gender Diversity in Science: Evidence from the German Reunification."

### SELECTED WORK IN PROGRESS

Collis, Manuela R. and Clémentine Van Effenterre. 2025. "Productivity under Hostility." *Data collection*.

## Research Grants

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

Rotman School of Management, University of Toronto, \$3,000, 2025

**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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2025	<b>Nomination for the SMS Annual Conference Responsible Research Paper Prize</b> <i>Strategic Management Society (SMS) Annual Meeting, San Francisco</i>
2024	<b>Nomination 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).

## Selected 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.

**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.

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.

## Presentations and Conferences

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### “Sexual Misconduct and Scientific Production”

- **National Bureau of Economic Research Productivity Seminar**, Cambridge, October 2025 (scheduled).
- **People and Organizations Conference**, The Wharton School at University of Pennsylvania, Philadelphia, September 2025.
- **Academy of Management (AoM) Annual Meeting**, Copenhagen, July 2025.
- **Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference**, Harvard Business School, June 2025.

### “Workplace Hostility”

- **Strategic Management Society (SMS) Annual Meeting**, San Francisco, October 2025 (scheduled).
  - *Nominated for the SMS Annual Conference Responsible Research Paper Prize*
- **Academy of Management (AoM) Annual Meeting**, Copenhagen, July 2025.
- **Conference on Field Experiments in Strategy**, INSEAD, Fontainebleau, December 2024.
- **Empirical Management Conference**, Harvard Business School, 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.

## **Presentations and Conferences (*continued*)**

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

### **“Institutional Determinants of Gender Diversity in Science: Evidence from the German Reunification.”**

- **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”**

- **Women at ThoughtExchange**, ThoughtExchange, Montreal/virtual, June 2025. *Invited presentation on merit-based hiring and promotion systems.*
- **European Group for Organizational Studies (EGOS) Colloquium**, Vienna, July 2022. 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

## **Doctoral Consortia and Workshops**

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- **Strategic Management Society Annual Doctoral Workshop**, San Francisco, October 2025.
- **STR Dissertation Consortium**, Academy of Management Annual Meeting, Copenhagen, July 2025.
- **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
- **TIM Doctoral Student Consortium**, Academy of Management Annual Meeting, Boston, August 2023.
- **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 Behavior and Organization, Journal of Economic Psychology, Journal of Comparative Economics, Academy of Management Annual Meeting.

**Member, Strategic Management Society**

2024 – Present

**Member, European Group for Organizational Studies**

2021 – Present

**Member, Academy of Management**

2019 – Present

### Community and Leadership Activities

- Chaired symposium entitled “Sexual Misconduct in the Workplace: Organizational Consequences and the Role of Toxic Culture.” Academy of Management (AoM) Annual Meeting, Copenhagen, July 2025.
- 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.
- 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 to reduce loneliness among students.

### Student Advising and Placement

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

## Research Assistantship and Professional Experience

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**Harvard Business School**

**Boston, MA, USA**

Research Associate, Research Assistant

2017 – 2020

- For Professor Katherine B. Coffman and Professor Christine Exley

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

**Medford, MA, USA**

2018

Quantitative Research Assistant

**Raiffeisenbank**

**Fulenbach, SO, Switzerland**

Executive Assistant, Financial Advisor, Apprenticeship

2006 - 2016

## Nationality

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Swiss

## References

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### **András Tilcsik**

Professor

Rotman School of Management

University of Toronto

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### **Sarah Kaplan**

Distinguished Professor

Rotman School of Management

University of Toronto

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### **Avi Goldfarb**

Professor

Rotman School of Management

University of Toronto

[avi.goldfarb@rotman.utoronto.ca](mailto:avi.goldfarb@rotman.utoronto.ca)

### **Nicola Lacetera**

Professor

University of Bologna

University of Toronto (on Leave)

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