

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)

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>.

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

Collis, Manuela R. and Clémentine Van Effenterre. 2023. "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.*

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)**

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

Presentations, Conferences, and Workshops

- 2024 **Research with and within Organisations, Leibniz Centre for European Economic Research (ZEW), Mannheim**
Presenter of “Workplace Hostility”
- European Association of Labour Economists (EALE) Conference, Bergen**
Presenter of “Workplace Hostility”
- Advances with Field Experiments (AFE), London School of Economics, London**
Presenter of “Workplace Hostility”
- Stanford Institute for Theoretical Economics (SITE), Stanford**
Presenter of “Workplace Hostility” at Session “Experimental Economics.”
- SMS Strategies for Sustainable Human Development, Washington D.C.**
Presenter of “Workplace Hostility” at Sub-Theme:
● “Managing Firm Human Capital Sustainably”
- European Group for Organizational Studies (EGOS) Colloquium, Milan**
Presenter of “Workplace Hostility” at Sub-Theme:
● “The Impact of Organizational Practices on Workplace Inequality and Diversity”
- Annual Research Roundtable on Gender and the Economy**
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**
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

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

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 <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, Journal of Economic Psychology, 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 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 in Banking	Fulenbach, SO, Switzerland 2006 - 2016
<ul style="list-style-type: none">• Raiffeisen is the third largest banking group in Switzerland, employs >10,000 people and has a cooperative legal structure.	

Other Publications:

- 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 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.