

Manuela R Collis

Toronto, ON, Canada

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Research Interests

Gender and Inequality, Organizations, Strategy, Entrepreneurship and Innovation, Future of Work, 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. 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

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 **Conference on Field Experiments in Strategy, INSEAD, Fontainebleau**
Presenter of “Workplace Hostility”
- The Implications of Remote Work Conference, Stanford Institute of Economic Policy Research (SIEPR) and the Hoover Institution, Stanford University, Stanford**
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

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**
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

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

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., “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.