LAURA B. DOERING

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APPOINTMENTS

2023-present	Associate Professor of Strategic Management Rotman School of Management, University of Toronto
2021-present	Cross-Appointed Faculty (by courtesy), Department of Sociology University of Toronto
2016-2017	Assistant Professor of Strategy and Organizations Desautels Faculty of Management, McGill University
2014-2023	Assistant Professor of Strategic Management Rotman School of Management, University of Toronto

EDUCATION

2014	Ph.D. in Sociology and Business Administration University of Chicago, Chicago, IL
2009	MA in Sociology University of Chicago, Chicago, IL
2008	MA in International Social Development University of New South Wales, Sydney, Australia
2005	BA in Psychological & Brain Sciences Dartmouth College, Hanover, NH Phi Beta Kappa, Magna cum Laude

PUBLICATIONS

JOURNAL ARTICLES

- Delecourt, Solène, Laura Doering, and Odyssia Ng. "Women's Approachability Premium in Sales: A Field Experiment among Microentrepreneurs." Forthcoming at *Organization Science*.
- Ranganathan, Aruna and Laura Doering.* 2026. "The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India." *Sociology of Development* 1-31. [link]

  * *Authors listed in reverse-alphabetical order; equal authorship.*

    - 2018 Best International Paper, Runner-Up, OMT Division of the Academy of Management
- Doering, Laura, and András Tilcsik. 2025. "Location Matters: Everyday Gender Discrimination in Remote and On-Site Work." *Organization Science* 36(2):547–71. [link]

    - Profiled in *Forbes, The Hill, Poets & Quants,* and other outlets
- Doering, Laura, Jan Doering, and András Tilcsik. 2023. "'Was it Me or Was it Gender Discrimination?' How Women Respond to Ambiguous Incidents at Work." *Sociological Science* 10:501–33. (Equal authorship) [link]
    - Profiled in *The Globe and Mail* and *The Society Pages*
- Doering, Laura, and Tyler Wry. 2022. "The Challenges of Supporting Necessity Entrepreneurs: Understanding Loan Officer Exit in Microfinance." *Journal of Business Venturing* 37(2):106189. [link]
- Doering, Laura & Amandine Ody-Brasier. 2021. "Time and Punishment: How Individuals Respond to Sanctions in Voluntary Associations." *American Journal of Sociology* 127(2):441–91. [link]
    - 2023 Outstanding Recent Contribution Award, Social Psychology Section of the American Sociological Association
- Doering, Laura, and Kristen McNeill. 2020. "Elaborating on the Abstract: Group Meaning-Making in a Colombian Microsavings Program." *American Sociological Review* 85(3):417–50. [link]
    - 2021 Faculty Article Award, Sociology of Development Section of the American Sociological Association
- Doering, Laura & Chris Liu. 2019. "From the Ground Up: Gender, Self-Employment, and Space in a Colombian Housing Project." *Sociology of Development* 5(2): 198-224. [link]
- Doering, Laura. 2018. "Risks, Returns and Relational Lending: Personal Ties in Microfinance." *American Journal of Sociology* 123(5): 1341-1381. [link]
    - 2014 Burt Outstanding Student Paper Award, Economic Sociology Section of the American Sociological Association
- Doering, Laura & Sarah Thébaud. 2017. "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority: Evidence from Microfinance." *American Sociological Review* 82 (3): 542–567. [link]
    - 2018 Outstanding Article Prize, Honorable Mention, Inequality, Poverty, and Mobility Section of the American Sociological Association
    - Profiled in *The Globe and Mail, Nonprofit Quarterly*, *Personnel Today*, *Workplace Insight, Growth Business*, *ASA News,* and *The Society Pages*
- Doering, Laura. 2016. "Necessity is the Mother of Isomorphism: Poverty and Market Creativity in Panama." *Sociology of Development* 2 (3): 235–64. [link]
    - 2014 Baker Prize, Division of Social Sciences, University of Chicago
    - Profiled in *The New York Times, HuffPost,* and *The Globe and Mail*

BOOK CHAPTERS

- Doering, Laura and Mauro Small. 2016. "Sustainable Enterprise in Panama." Pp. 122–28 in *The World Guide to Sustainable Enterprise*. Vol. 4, edited by W. Visser. Sheffield, UK: Greenleaf. [link]
- Yenkey, Christopher, Laura Doering, and Pete Aceves. 2015. "Is Kenya's Digital Revolution Informalising Financial Inclusion?" Pp. 183–210 in *Kenya's Financial Transformation in the 21st Century*, edited by A. Heyer and M. King. Nairobi: FSD Kenya. [link]

BOOK REVIEWS

- Doering, Laura. 2018. "Book Review: Freedom from Work." *American Journal of Sociology* 123(4):1230-1231. [link]
- Doering, Laura. 2014. "Book Review: The Outsider Entrepreneurs." *American Journal of Sociology* 20(4):1245-47. [link]

WORKING PAPERS

- Doering, Laura, Adina Sterling and Yixi Chen. "Gender Differences in Persistence Following Rejection: Evidence from Academic Research Grants." (under review)

BOOK PROJECT

- Doering, Laura. *Touchpoints: How Interactions Shape Organizations and Markets.* Under advance contract with Oxford University Press.

HONORS

RESEARCH & TEACHING

2023	Rotman Teaching Award
2023	Outstanding Recent Contribution Award, Social Psychology Section, American Sociological Association
2021	Faculty Article Award, Sociology of Development Section, American Sociological Association
2020	Rotman Teaching Award
2018	OMT Best International Paper, Runner-Up, Academy of Management
2018	Outstanding Article Prize, Honorable Mention, Inequality, Poverty, and Mobility Section, American Sociological Association
2016	Rotman Teaching Award
2015	Rotman Teaching Award
2014	Burt Outstanding Student Paper Award, Economic Sociology Section, American Sociological Association
2014	Baker Prize, Division of Social Sciences, University of Chicago

GRANTS

2025	Dobson Business & Climate Research Grant ($6,200)
2024	Dobson Business & Climate Research Grant ($5,000)
2020	SSHRC Insight Grant ($94,502)
2020	Gender & The Economy Research Grant ($7,000)
2018	Connaught New Researcher Award ($10,000)
2017	SSHRC Insight Development Grant ($58,221)

FELLOWSHIPS & AFFILIATIONS

2017-present	Faculty Affiliate, Latin American Studies Program, Univ. of Toronto
2017-present	Research Fellow, Behavioural Economics in Action (BEAR), Univ. of Toronto
2019-2021	Fellow, Lee-Chin Institute for Corporate Citizenship, Univ. of Toronto
2011	Fulbright Scholar, Panama
2005-2006	Harris Fellowship, Yale University

PRESENTATIONS

INVITED SEMINARS

- University of California-Berkeley, Haas School of Business, Management of Organizations group (2026), "Gender, Feedback, and Persistence Following Rejection"
- University of Oregon, Department of Management (2026), "Gender, Feedback, and Persistence Following Rejection"
- EM Lyon, Department of Innovation & Entrepreneurship (2025), "Gender, Feedback, and Persistence Following Rejection"
- London Business School, Organizational Behavior (2025), "Gender, Feedback, and Persistence Following Rejection"
- University of Texas-Austin, Sociology Department (2024), "Touchpoints: How Interactions Shape Organizations and Markets"
- Frankfurt School of Finance and Management (2024), "Location Matters"
- ESMT (2023), "The Temporal Fluidity of Gender Effects"
- Copenhagen Business School (2023), "The Temporal Fluidity of Gender Effects"
- Johns Hopkins University, Carey Business School (2023), "The Temporal Fluidity of Gender Effects"

- University of Toronto, CIRHR (2022), "The Temporal Fluidity of Gender Effects"
- Cornell University, ILR School (2022), "Ambiguous Incidents"
- McGill University, Department of Sociology (2022), "Ambiguous Incidents"
- Stanford University, Graduate School of Business (2021), "Time and Punishment"
- Columbia University, CWI Series (2021), "Time and Punishment"
- University of Michigan, Ross School of Business (2020), "Time and Punishment"
- University of California-Berkeley, Haas School of Business (2020), "Time and Punishment"
- EM Lyon Business School (2020), "Time and Punishment"
- Yale University, School of Management (2019), "Time and Punishment"
- McGill University, Social Statistics Series (2019), "Time and Punishment"
- Duke University, Sociology Department (2019), "Elaborating on the Abstract"
- Universidad Javeriana, Economics Department (2019), "Elaborating on the Abstract"
- University of South Carolina, Sociology Department (2019), "Elaborating on the Abstract"
- Emory University, Sociology Department (2019), "Elaborating on the Abstract"
- INSEAD (2019), "Elaborating on the Abstract"
- Tilburg University, School of Economics and Management (2019), "Elaborating on the Abstract"
- University of Calgary, Haskayne School of Business (2019), "The Challenges of Supporting Necessity Entrepreneurs"
- MIT Sloan School of Management (2018), "The Challenges of Supporting Necessity Entrepreneurs"
- Dartmouth College, Sociology Department (2018), "The (State-Private) Ties that Bind"
- SUNY-Buffalo, School of Management (2017), "The Challenges of Supporting Necessity Entrepreneurs"
- McGill University, Desautels Faculty of Management (2016), "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority"
- Brown University, Watson Institute for International and Public Affairs (2015), "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority"
- University of Michigan, Organizational Studies (2015), "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority"
- London Business School (2014), "Risks, Returns and Relational Lending"
- University of Toronto, Rotman School of Management (2014), "Risks, Returns and Relational Lending"
- New York University, Wagner School of Public Service (2014), "Risks, Returns and Relational Lending"

- Brown University, Sociology Department (2013), "Risks, Returns and Relational Lending"
- Columbia Business School (2013), "Risks, Returns and Relational Lending"
- Princeton University, Sociology Department (2013), "Risks, Returns and Relational Lending"
- University of Lugano, Institute of Management (2013), "Risks, Returns and Relational Lending"
- Universidad Latina (2011), *"Caminos hacia el Emprendimiento"*

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Gender and the Economy (GATE) Research Roundtables (2025), University of Toronto, "Gender Differences in Persistence Following Rejection"
- Sociology of Development Annual Conference (2024), Johns Hopkins University, "Touchpoints: How Interactions Shape Organizations and Markets"
- Economic Sociology Annual Conference (2024), Rice University, "Location Matters"
- Wharton People and Organizations Conference (2024), "Location Matters"
- American Sociological Association Annual Conference (2024), "Location Matters" and "The Mixed Impacts of Gender Stereotypes"
- Analytical Sociology Annual Conference (2023), Princeton University, "The Temporal Fluidity of Gender Effects"
- Wharton People and Organizations Conference (2022), "The Temporal Fluidity of Gender Effects"
- Society for the Advancement of Socio-Economics Annual Meeting (2022), "Beyond Emotional Labor: The Dual Effects of Gender Beliefs for Women in Customer-Facing Roles"
- American Sociological Association Annual Meeting (2021), "Time and Punishment"
- Society for the Advancement of Socio-Economics Annual Meeting (2021), "Time and Punishment"
- Academy of Management Annual Meeting (2020), "Time and Punishment"
- Group Processes Annual Conference, American Sociological Association (2019), "Time and Punishment"
- Society for the Study of Social Problems Annual Meeting (2019), "Elaborating on the Abstract"
- Economic Sociology Annual Conference (2019), "Elaborating on the Abstract"
- Sociology of Development Annual Conference (2019), "Elaborating on the Abstract"
- Junior Faculty Organizational Theory Conference (2019), "Elaborating on the Abstract"
- Academy of Management Annual Meeting (2018), "The Challenges of Supporting Necessity Entrepreneurs"

- Junior Organizational Theory Conference (2018), "The Challenges of Supporting Necessity Entrepreneurs"
- Wharton People and Organizations Conference (2017), "The Challenges of Supporting Necessity Entrepreneurs"
- University of Maryland Entrepreneurship Conference (2017), "From the Ground Up"
- Economic Sociology/Organizations, Occupations and Work Mini-Conference (2017), "From the Ground Up"
- American Sociological Association Annual Meeting (2017), "The (State-Private) Ties that Bind"
- Junior Organizational Theory Workshop (2017), "The (State-Private) Ties that Bind"
- Kauffman Foundation Emerging Scholars Conference (2016), "From the Ground Up"
- Junior Organizational Theory Conference (2015), "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority"
- American Sociological Association Annual Meeting (2015), "The Financialization of Everyday Life"
- Kauffman Foundation Emerging Scholars Conference (2014), "Necessity is the Mother of Isomorphism"
- Academy of Management Annual Meeting (2013), "Necessity is the Mother of Isomorphism"
- Development Sociology Annual Meeting (2012), "Necessity is the Mother of Isomorphism"
- WZB, Berlin Roundtables on Transnationality (2011), "Necessity is the Mother of Isomorphism"

JUNIOR FACULTY KEYNOTE ADDRESS

- Sociology of Development Annual Conference (2018), "Obstacles to Development as Opportunities for Research"

OTHER PRESENTATIONS

- Panelist, "Theory Building," Management in Emerging Markets Conference, University of Toronto (2025)
- Panelist, "Connecting Micro-strategizing to Macro-phenomena," Strategic Management Society Annual Meeting (2023)
- Gender and the Economy (GATE) Roundtables, University of Toronto (2023), "The Temporal Fluidity of Gender Effects"
- Behavioral Economics at Rotman (BEAR) Research Retreat (2018), "Elaborating on the Abstract"
- McGill ISID Annual Conference (2018), "From the Ground Up"

- Rethinking Cross-Sector Social Innovation, Harvard Kennedy School (2018), "The (State-Private) Ties that Bind"
- Gender and the Economy (GATE) Roundtables, University of Toronto (2017), "From the Ground Up"
- Community of Social Innovation Conference (2017), "The (State-Private) Ties that Bind"
- Community of Social Innovation Conference (2015), "The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority"

PROFESSIONAL SERVICE

EDITORIAL BOARDS

2022-present	Editorial Review Board, *Administrative Science Quarterly*
2022-present	Editorial Review Board, *Organization Science*
2019-2021	Consulting Editor, *American Journal of Sociology*

OTHER PROFESSIONAL SERVICE

2023-present	Council Member, ASA Section on Organizations, Occupations, and Work
2019-2021	Research Committee Member, Organization and Management Theory (OMT)

Ad-hoc Reviewer: *Academy of Management Discoveries, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Journal of Business Venturing, Journal of Development Studies, Journal of International Business Studies, Management Science, Organization Science, Social Forces, Social Psychology Quarterly, Strategic Entrepreneurship Journal, Strategy Science*

TEACHING

2018-present	Strategic Change and Implementation (MBA) Rotman School of Management, University of Toronto
2018, 2020	Strategy and Economic Sociology (PhD) Rotman School of Management, University of Toronto
2015-present	Social Entrepreneurship (MBA & Undergraduate) Rotman School of Management, University of Toronto
2016	Social Entrepreneurship and Innovation (Undergraduate) Desautels Faculty of Management, McGill University
2015-2016	Coordinator, MBA Major in Sustainability Rotman School of Management, University of Toronto

2014-2015 Strategic Management Doctoral Seminar
Co-taught with Nico Lacetera
Rotman School of Management, University of Toronto

MEDIA COMMENTARY

- Doering, Laura & András Tilcsik. October 27, 2025. "Remote Work Reduced Gender Discrimination—Returning to the Office May Change That." *The Conversation.* [link]
    - Republished in *Forbes México*
- Doering, Laura. February 13, 2024. "Sexism and Ambiguity." *The Academic Minute Podcast.* [link]
    - Republished in *Inside Higher Ed*
- Doering, Laura, Jan Doering & András Tilcsik. September 27, 2023. "Hidden in Plain Sight: Women Face Subtle Forms of Discrimination and Bias in the Workplace." *The Conversation.* [link]
- Doering, Laura. December 12, 2022. Interview on "The 'Good Capitalism': Social Enterprises and Microfinance." *Beyond the Headlines Podcast.* [link]
- Doering, Laura. July 7, 2022. "Imposing Penalties can Deter Rule Breakers—But the Timing Needs to be Right." *The Academic Minute Podcast.* [link]
    - Republished in *Inside Higher Ed*
- Ody-Brasier, Amandine & Laura Doering. June 9, 2022. "Imposing Penalties can Deter Rule Breakers—But the Timing Needs to be Right." *The Conversation.* [link]
- Doering, Laura. January 1, 2020. "The Power of Human Relationships in a Digital World." *Rotman Management Magazine.* [link]
- Doering, Laura & Jan Doering. September 3, 2019. "Investing In Canada or Addressing Climate Change – A Choice We Shouldn't Have to Make." *The Globe and Mail.* [link]
- Doering, Laura. June 12, 2019. "The Value of an Old-Fashioned Visit to Your Bank Branch." *The Conversation.* [link]
- Doering, Laura. January 3, 2019. "Risks, Returns, and Relational Lending: Personal Ties in Microfinance." *Work in Progress: Sociology on the Economy, Work, and Inequality.* [link]
- Doering, Laura & Sarah Kaplan. February 1, 2018. "Beyond Policy: How Gendered Interactions on the Ground Shape Development." *Stanford Social Innovation Review.* [link]
- Doering, Laura & Sarah Thébaud. September 16, 2017. "How Gender Bias Negatively Affects Women and Men." *Work in Progress: Sociology on the Economy, Work, and Inequality.* [link]
- Thébaud, Sarah & Laura Doering. July 23, 2017. "How a Job Acquires a Gender (And Less Authority if it's Female)." *The Conversation.* [link]
    - Reprinted in *BBC News, CBS News*, *Salon*, *Quartz*, *News Minute, Association for Women in Science,* and others

- Doering, Laura. March 31, 2016. “Impact Investing’s Not Inefficient; Your Money’s Working Double Duty.” *The Globe and Mail.* [link]
- Doering, Laura; Olivares, Amira; and Pardo, Yasmin. January 7, 2016. “Consejos Prácticos para Poner en Marcha tu Negocio.” *La Estrella de Panamá.* [link]