Laura B. Doering

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Rotman School of Management

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APPOINTMENTS

Assistant Professor of Strategic Management 2017-present

Rotman School of Management, University of Toronto 2014-2016

Assistant Professor of Strategy and Organizations 2016-2017

Desautels Faculty of Management, McGill University

EDUCATION

Ph.D. in Sociology and Business Administration 2014

University of Chicago*,* Chicago, IL

MA in Sociology 2009

University of Chicago*,* Chicago, IL

MA in International Social Development 2008

University of New South Wales*,* Sydney, Australia

BA in Psychological & Brain Sciences 2005

Dartmouth College,Hanover, NH

Phi Beta Kappa, Magna cum Laude

**AFFILIATIONS**

Fellow, Lee-Chin Institute for Corporate Citizenship, Univ. of Toronto 2019-present

Faculty Affiliate, Latin American Studies Program, Univ. of Toronto 2017-present

Research Fellow, Behavioural Economics in Action (BEAR) 2017-present

**FELLOWSHIPS & GRANTS**

Gender & The Economy Research Grant 2020-2021

SSHRC Insight Grant 2020-2025

SSHRC Institutional Grant 2019-2020

Connaught New Researcher Award 2018-2020

SSHRC Insight Development Grant 2017-2019

Lee-Chin Institute for Corporate Citizenship 2015-2016

Mellon Foundation Dissertation-Year Grant 2013-2014

Kauffman Foundation Dissertation Fellowship 2012

Fulbright IIE Scholar 2011

Harris Fellowship, Yale University 2005-2006

**JOURNAL PUBLICATIONS**

Doering, Laura, and Kristen McNeill. forthcoming. “Elaborating on the Abstract: Group Meaning-Making in a Colombian Microsavings Program.” *American Sociological Review*.

Doering, Laura & Chris Liu. 2019. “[From the Ground Up: Gender, Self-Employment, and Space in a Colombian Housing Project](https://socdev.ucpress.edu/content/5/2/198).” *Sociology of Development.* 5(2): 198-224.

* Condensed version: Doering & Liu (2018). “[Gender, Space, and Self-Employment in a Housing Project](https://journals.aom.org/doi/10.5465/AMBPP.2018.78).” *Academy of Management Best Paper Proceedings* 2018(1): 10207*.*

Doering, Laura. 2018. “[Risks, Returns and Relational Lending: Personal Ties in Microfinance](https://www.journals.uchicago.edu/doi/abs/10.1086/696214).”

*American Journal of Sociology* 123(5): 1341-1381.

* 2014 Burt Outstanding Student Paper Award from the Economic Sociology Section of the American Sociological Association

Ranganathan, Aruna & Laura Doering. 2018. “[The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India](https://journals.aom.org/doi/10.5465/AMBPP.2018.111).” *Academy of Management Best Paper Proceedings.* 2018 (1): 10794.

* 2018 Best International Paper, Runner-Up, OMT Division of the Academy of Management

Doering, Laura & Sarah Thébaud. 2017. “[The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority: Evidence from Microfinance](http://journals.sagepub.com/doi/abs/10.1177/0003122417703087).” *American Sociological Review* 82 (3): 542–567.

* 2018 Outstanding Article Prize, Honorable Mention, Inequality, Poverty, and Mobility Section of the American Sociological Association
* Profiled in [*The Globe and Mail*](https://beta.theglobeandmail.com/report-on-business/careers/business-education/gender-stereotyping-of-work-roles-hurts-both-women-and-men/article36091414/?ref=http://www.theglobeandmail.com&)*,* [*Nonprofit Quarterly*](https://nonprofitquarterly.org/2017/07/28/assigning-gender-jobs-bad-deal-around/), [*Personnel Today*](http://www.personneltoday.com/hr/male-female-manager-authority-jobs/), [*Workplace Insight*](http://workplaceinsight.net/male-managers-command-less-authority-female-stereotyped-jobs/)*,* [*Growth Business*](http://www.growthbusiness.co.uk/men-female-jobs-facing-authority-penalty-2550820/), [*ASA News*](http://www.asanet.org/news-events/asa-news/effects-gendered-occupational-roles-mens-and-womens-workplace-authority)*,* and [*The Society Pages*](https://thesocietypages.org/clippings/2017/09/11/gendering-gender-neutral-occupations/)

Doering, Laura. 2016. “[Necessity is the Mother of Isomorphism: Poverty and Market Creativity in Panama](http://socdev.ucpress.edu/content/2/3/235).” *Sociology of Development* 2 (3): 235–64.

* 2012 Spring Institute Award, Department of Sociology, University of Chicago
* 2014 Baker Prize, Division of Social Sciences, University of Chicago
* Profiled in [*The New York Times*](http://www.nytimes.com/2016/03/13/business/attacking-poverty-to-foster-creativity-in-entrepreneurs.html)and [*The Globe and Mail*](http://www.theglobeandmail.com/report-on-business/careers/business-education/why-low-income-entrepreneurs-fail-to-sustain-their-new-ventures/article30349088/)

**WORKING PAPERS**

Doering, Laura & Amandine Ody-Brasier. “Time and Punishment: How Individuals Respond to Sanctions in Voluntary Associations.” Revise and resubmit at *American Journal of Sociology.*

Doering, Laura & Tyler Wry. “Social Impact at the Base of the Pyramid: Serving the Poor and Employee Exit.” Under review.

Ranganathan, Aruna & Laura Doering. “Pursuing Social Closure: How Exclusionary Tactics Shape State-Private Collaborations for Economic Development.”

**BOOK CHAPTERS & REVIEWS**

Doering, Laura. 2018. “Book Review: Freedom from Work.” *American Journal of Sociology* 123(4):1230-1231.

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.

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*,](https://fsdkenya.org/publication/kenyas-financial-transformation-in-the-21st-century/) edited by A. Heyer and M. King. Nairobi: FSD Kenya.

Doering, Laura. 2014. “Book Review: The Outsider Entrepreneurs.” *American Journal of Sociology* 120(4):1245–47.

**MEDIA COMMENTARY**

Doering, Laura & Jan Doering. September 3, 2019. “[Investing in Canada or addressing climate change – a choice we shouldn’t have to make](https://www.theglobeandmail.com/business/commentary/article-investing-canadian-or-fossil-free-a-choice-we-shouldnt-have-to-make/).” *The Globe and Mail.*

Doering, Laura. June 12, 2019. “[The Value of an Old-Fashioned Visit to Your Bank Branch](https://theconversation.com/the-value-of-an-old-fashioned-visit-to-your-bank-branch-118636).” *The Conversation.*

Doering, Laura. January 3, 2019. “[Risks, returns, and relational lending: Personal ties in microfinance.](http://www.wipsociology.org/2019/01/03/risks-returns-and-relational-lending-personal-ties-in-microfinance/)” *Work in Progress: Sociology on the Economy, Work, and Inequality.*

Doering, Laura & Sarah Kaplan. February 1, 2018. “[Beyond Policy: How Gendered Interactions on the Ground Shape Development](https://ssir.org/articles/entry/beyond_policy_how_gendered_interactions_on_the_ground_shape_development).” *Stanford Social Innovation Review.*

Doering, Laura & Sarah Thébaud. September 16, 2017. “[How Gender Bias Negatively Affects Women and Men](https://workinprogress.oowsection.org/2017/09/16/how-gender-bias-negatively-affects-women-and-men/).” *Work in Progress: Sociology on the Economy, Work, and Inequality.*

Thébaud, Sarah & Laura Doering. July 23, 2017. “[How a Job Acquires a Gender (And Less Authority if it's Female)](http://theconversation.com/how-a-job-acquires-a-gender-and-less-authority-if-its-female-79164). *The Conversation.*

* Reprinted in [*BBC*](http://www.bbc.com/capital/story/20170728-why-we-gender-stereotype-jobs) *News*, [*CBS News*](http://www.cbsnews.com/news/how-a-job-acquires-a-gender-and-less-authority-if-its-female/), [*Salon*](http://www.salon.com/2017/07/29/how-a-job-acquires-a-gender-and-less-authority-if-it-is-female_partner/), [*Quartz*](https://qz.com/1037132/the-enduring-reason-you-believe-all-nurses-are-women/), [*News Minute*](http://www.thenewsminute.com/article/how-job-acquires-gender-and-less-authority-if-its-female-65702)*,* [*Association for Women in Science*](http://magazine.awis.org/i/880805-fall-2017)*,* and others

Doering, Laura. March 31, 2016. “[Impact Investing’s not Inefficient; Your Money’s Working Double Duty.](http://www.theglobeandmail.com/report-on-business/rob-commentary/impact-investings-not-inefficient-your-moneys-working-double-duty/article29444430/)” *The Globe and Mail.*

Doering, Laura; Olivares, Amira; and Pardo, Yasmin. January 7, 2016. “[Consejos Prácticos para Poner en Marcha tu Negocio.](http://laestrella.com.pa/economia/consejos-practicos-para-poner-marcha-negocio/23914442)” *La Estrella de Panamá.*

**PRESENTATIONS**

“Time and Punishment: How Individuals React to Sanctions in Voluntary Associations”

* Social Statistics Seminar, McGill University (Sept 2019)
* Department Brown Bag, Organizational Behavior, Yale University (July 2019)
* Group Processes Annual Conference, American Sociological Association (Aug 2019)

“Elaborating on the Abstract: Group Meaning-Making in a Colombian Microsavings Program”

* Behavioral Economics at Rotman (BEAR) Research Retreat (June 2018)
* Department Colloquium, Sociology, Duke University (Feb 2019)
* Department Colloquium, Economics, Universidad Javeriana (May 2019)
* Department Colloquium, Sociology, University of South Carolina (May 2019)
* Society for the Study of Social Problems (Aug 2019)
* Department Colloquium, Sociology, Emory University (Sept 2019)
* Economic Sociology Annual Conference, Emory University (Sept 2019)
* Sociology of Development Annual Conference, Notre Dame (Oct 2019)
* Junior Faculty Organizational Theory Conference, McGill (Oct 2019)
* Department Colloquium, INSEAD (Dec 2019)
* Department Colloquium, Tilburg University (Dec 2019)

“Obstacles to Development as Opportunities for Research”

* Junior Faculty Keynote Address, Sociology of Development Annual Conference, University of Illinois, Champaign-Urbana (Oct 2018)

“Fit on the Front lines? Goal Integration and Employee Exit in Microfinance”

* Wharton People and Organizations Conference, University of Pennsylvania (Oct 2017)
* Department Colloquium, School of Management, SUNY-Buffalo (Nov 2017)
* Academy of Management Annual Meeting, Chicago, IL (Aug 2018)
* Department Colloquium, Economic Sociology, MIT (Oct 2018)
* Junior Organizational Theory Conference, Columbia University (Nov 2018)
* Department Colloquium, Haskayne School of Business, Univ. of Calgary (Feb 2019)

“From the Ground Up: Gender, Self-Employment, and Space in a Colombian Housing Project.”

* Kauffman Foundation Emerging Scholars Conference, Kansas City, MO (Feb 2016)
* University of Maryland (Smith) Entrepreneurship Conference (Apr 2017)
* Economic Sociology/Organizations, Occupations and Work Mini-Conference, McGill University (August 2017)
* Gender and the Economy (GATE) Roundtables, University of Toronto (Oct 2017)
* McGill ISID Annual Conference (March 2018)
* Academy of Management Annual Meeting, Chicago, IL (Aug 2018)

“The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India.”

* Community of Social Innovation Conference, Queens University (May 2017)
* American Sociological Association Annual Meeting (August 2017)
* Junior Organizational Theory Workshop, Yale University (September 2017)
* Department Colloquium, Sociology, Dartmouth College (April 2018)
* Rethinking Cross-Sector Social Innovation, Harvard Kennedy School (April 2018)
* Academy of Management Annual Meeting, Chicago, IL (Aug 2018)

 “The Effects of Gendered Occupational Roles on Men's and Women's Workplace Authority: Evidence from Microfinance”

* Community of Social Innovation Conference, University of Michigan (May 2015)
* Junior Organizational Theory Conference, University of Toronto (Oct 2015)
* Department Colloquium, Watson Institute, Brown University (Nov 2015)
* Department Colloquium, Organizational Studies, University of Michigan (Nov 2015)
* Department Colloquium, Strategy and Organizations, McGill University (Jan 2016)

 “The Financialization of Everyday Life: Mobile Money and (In)Formal Activity in a Developing Context”

* American Sociological Association Annual Meeting, Chicago, IL (Aug 2015)

“Risks, Returns and Relational Lending: Personal Ties in Microfinance”

* Department Colloquium, Sociology, Brown University (Oct 2013)
* Department Colloquium, Management, Columbia Business School (Nov 2013)
* Department Colloquium, Sociology, Princeton University (Dec 2013)
* Department Colloquium, Institute of Management, University of Lugano (Dec 2013)
* Department Colloquium, Strategy and Entrepreneurship, London Business School (Jan 2014)
* Department Colloquium, Strategic Management, University of Toronto (Jan 2014)
* Department Colloquium, Wagner School of Public Service, New York University (Feb 2014)

“Necessity is the Mother of Isomorphism: Poverty and Market Creativity in Panama”

* Berlin Roundtables on Transnationality, WZB (Jul 2011)
* Development Sociology Annual Meeting (Nov 2012)
* Academy of Management Annual Meeting (Aug 2013)
* Kauffman Foundation Emerging Scholars Conference, Kansas City, MO (Oct 2014)
* American Sociological Association Annual Meeting, Chicago, IL (Aug 2015)

“*Caminos hacia el Emprendimiento*”

* Invited lecture at Universidad Latina. Santiago, Panama (Sep 2011)

**TEACHING**

Strategic Change and Implementation (MBA) 2018

Rotman School of Management, University of Toronto

Strategy and Economic Sociology (PhD) 2018, 2020

Rotman School of Management, University of Toronto

Social Entrepreneurship (MBA & Undergraduate) 2015-present

Rotman School of Management, University of Toronto

Social Entrepreneurship and Innovation (Undergraduate) 2016

Desautels Faculty of Management, McGill University

Coordinator, MBA Major in Sustainability 2015-2016

Rotman School of Management, University of Toronto

Strategic Management Doctoral Seminar 2014-2015

Co-taught with Nico Lacetera

Rotman School of Management, University of Toronto

Lecturer, University of Chicago Summer Economics Seminar 2013

**PROFESSIONAL SERVICE**

Consulting Editor, *American Journal of Sociology* 2019-present

Research Committee Member, Organization and Management Theory (OMT) 2019-present

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