# Laura B. Doering

University of Toronto

Rotman School of Management

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## APPOINTMENTS

2017-presentAssistant Professor of Strategic Management

2014-2016Rotman School of Management, University of Toronto

2016-2017Assistant Professor of Strategy and Organizations  
Desautels Faculty of Management, McGill University

## EDUCATION

2014Ph.D. in Sociology and Business Administration  
University of Chicago*,* Chicago, IL

2009 MA in Sociology  
University of Chicago*,* Chicago, IL

2008MA in International Social Development  
University of New South Wales*,* Sydney, Australia

2005BA in Psychological & Brain Sciences  
Dartmouth College,Hanover, NH  
Phi Beta Kappa, Magna cum Laude

## AFFILIATIONS

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

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

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

## FELLOWSHIPS & GRANTS

2020-2021 Gender & The Economy Research Grant

2020-2025 SSHRC Insight Grant

2019-2020 SSHRC Institutional Grant

2018-2020 Connaught New Researcher Award

2017-2019 SSHRC Insight Development Grant

2015-2016 Lee-Chin Institute for Corporate Citizenship

2013-2014Mellon Foundation Dissertation-Year Grant

2012Kauffman Foundation Dissertation Fellowship

2011Fulbright IIE Scholar

2005-2006Harris Fellowship, Yale University

## JOURNAL PUBLICATIONS

1. Doering, Laura & Amandine Ody-Brasier. Forthcoming. “Time and Punishment: How Individuals Respond to Sanctions in Voluntary Associations.” *American Journal of Sociology.*
2. Doering, Laura, and Kristen McNeill. 2020. “[Elaborating on the Abstract: Group Meaning-Making in a Colombian Microsavings Program](https://doi.org/10.1177/0003122420920647).” *American Sociological Review* 85(3):417–50.

* 2021 Faculty Article Award, Sociology of Development Section of the American Sociological Association

1. 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*.*
2. 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, Economic Sociology Section of the American Sociological Association
3. 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
4. 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/)
5. 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

1. Doering, Laura & Tyler Wry. “Social Impact at the Base of the Pyramid: Serving the Poor and Employee Exit.” Revise and resubmit at *Journal of Business Venturing.*
2. Ranganathan, Aruna & Laura Doering. “Pursuing Social Closure: How Exclusionary Tactics Shape State-Private Collaborations for Economic Development.” Under review.

## BOOK CHAPTERS & REVIEWS

1. Doering, Laura. 2018. “[Book Review: Freedom from Work](https://www.journals.uchicago.edu/doi/abs/10.1086/694214).” *American Journal of Sociology* 123(4):1230-1231.
2. 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.
3. 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.
4. Doering, Laura. 2014. “[Book Review: The Outsider Entrepreneurs](https://www.journals.uchicago.edu/doi/10.1086/680474).” *American Journal of Sociology.* 120(4):1245-47.

## MEDIA COMMENTARY

1. 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.*
2. 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.*
3. 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.*
4. 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.*
5. 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.*
6. 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.*
7. 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
8. 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.*
9. 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”

* + - Department Brown Bag, Organizational Behavior, Yale University (July 2019)
    - Group Processes Annual Conference, American Sociological Association (Aug 2019)
    - Social Statistics Seminar, McGill University (Sept 2019)
    - Academy of Management Annual Meeting (Aug 2020)
    - Department Colloquium, EM Lyon, Entrepreneurship and Innovation (Sept 2020)
    - Department Colloquium, University of Michigan, Strategy (Oct 2020)
    - Department Brown Bag, UC-Berkeley, Organizational Behavior (Oct 2020)
    - CWI Colloquium, Columbia University (Jan 2021)
    - Department Colloquium, Stanford University, Organizational Behavior (Mar 2021)

“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)
    - Academy of Management Annual Meeting (Aug 2020)

“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

2018, 2021 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

2013 Lecturer, University of Chicago Summer Economics Seminar

## PROFESSIONAL SERVICE

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

2019-present 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 Development Studies, Journal of International Business Studies, Management Science, Organization Science, Social Forces, Social Psychology Quarterly, Strategic Entrepreneurship Journal, Strategy Science