Laura B. Doering

University of Toronto

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**

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

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

**FELLOWSHIPS & GRANTS**

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, Panama 2011

Harris Fellowship, Yale University 2005-2006

**JOURNAL PUBLICATIONS**

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

Forthcoming 2018 in the *American Journal of Sociology*

* Winner of the Burt Outstanding Student Paper Award from the ASA Economic Sociology Section

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): 1-26.

* 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.

* 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/)
* Winner of the Baker Prize (2014), Division of Social Sciences, University of Chicago
* Winner of the Spring Institute Award (2012), Department of Sociology, University of Chicago

**WORKS IN PROGRESS**

Doering, Laura & Tyler Wry. “Doing Well by Doing Good? Employee Exit in Social Enterprise.” *Under revision at Organization Science*

Doering, Laura & Chris Liu. “From the Ground Up: Gender, Self-Employment, and Space in a Colombian Housing Project.” *Under review*

Ranganathan, Aruna & Laura Doering. “The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India.” *Under review*

**BOOK CHAPTERS & REVIEWS**

Doering, Laura. “Book Review: Freedom from Work.” Forthcoming in *American Journal of Sociology.*

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

Doering, Laura & Mauro Small. 2016. “Sustainable Enterprise in Panama” in *The World Guide to*

*Sustainable Enterprise*, edited by Wayne Visser.

**MEDIA COMMENTARY**

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**

“Doing Well by Doing Good? Employee Exit in Social Enterprise.”

* Department Colloquium, School of Management, University of Buffalo (Nov 2017)
* Wharton People and Organizations Conference, University of Pennsylvania (Oct 2017)

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

* University of Maryland (Smith) Entrepreneurship Conference (Apr 2017)
* Economic Sociology/Organizations, Occupations and Work Mini-Conference, McGill University (August 2017)

“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)

 “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 (November 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**

Social Entrepreneurship 2015-present

Rotman School of Management, University of Toronto

Social Entrepreneurship and Innovation 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**

Ad-hoc Reviewer: American Journal of Sociology, American Sociological Review, Journal of Development Studies, Journal of International Business Studies, Management Science, Organization Science, Social Forces, Strategic Entrepreneurship Journal

**LANGUAGE**

Fluent in Spanish