

Laura Adler

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EMPLOYMENT

2022— Yale University, School of Management
Assistant Professor of Organizational Behavior
Courtesy appointment in Sociology

EDUCATION

2022 Harvard University, Ph.D., Sociology
AOM Social Issues in Management Division Best Dissertation Award 2023
2017 Harvard University, M.A., Sociology
2012 University of California, Berkeley, Master of City Planning
2008 Yale University, B.A., Humanities (with Distinction), cum laude

PUBLICATIONS * Equal authorship

*Adler, Laura and Elena Ayala-Hurtado. 2025. "A Little Help from My Friends? Social Capital, Meritocracy, and Situational Alignment in the Job Search." *Administrative Science Quarterly* 70(2): 496-537.

Best Graduate Student Paper, ASA Altruism, Morality, and Social Solidarity Section, Co-Winner, 2020

Adler, Laura. 2022. "Gender Equity against 'Economic Realities': How a Conflict between Two Movements Reshaped the Cultural Understanding of Pay." *Mobilization* 27(4): 389-407.

Zald Student Paper Award, Collective Behavior & Social Movements Section, Honorable Mention, 2023

Adler, Laura. 2021. "Framing Disruption: The Regulatory Capture Frame in the Deregulation of Boston's Ride-for-Hire Industry." *Socio-Economic Review* 19(4): 1421-1450.

Adler, Laura. 2021. "Choosing Bad Jobs: The Use of Nonstandard Work as a Commitment Device." *Work and Occupations* 48(2): 207-242.

Small, Mario and Laura Adler. 2019. "The Role of Space in the Formation of Social Ties." *Annual Review of Sociology* 45: 111-132.

Lamont, Michele, Laura Adler, Bo Yun Park, and Xin Xiang. 2017. "Bridging Cultural Sociology and Cognitive Psychology in Three Contemporary Research Programs." *Nature Human Behaviour* 1: 866-72.

UNDER REVIEW

Adler, Laura. "From the Job's Worth to the Person's Price: Pay Equity Law and Market-Based Pay."
(Conditionally accepted, *American Journal of Sociology*.)

Cheryl Allyn Miller Award for Best Student Paper, Sociologists for Women in Society, 2021

Best Student Paper Award, ASA Sociology of Law Section, 2021

Best Student Paper Award, ASA Labor and Labor Movements Section, 2021

Candace Rogers Student Paper Award, Eastern Sociological Society, Honorable Mention, 2021

Burt Award for Best Student Paper, ASA Economic Sociology Section, Honorable Mention, 2020

*Pedulla, David and Laura Adler. "Raising the Bar: Job Quality, Context, and Discrimination."

Adler, Laura. "Individualized Equity: Accounting for Pay Inequality within Organizations."

Louis Pondy Best Dissertation Paper Award, Academy of Management OMT Division, 2023

AOM William H. Newman Award Finalist, Academy of Management, 2023

WORKING PAPERS * Equal authorship

Adler, Laura, Emma Zang, Debra Rowcroft, and Qianyi Li. “When Flexibility Works: Flextime, Remote Work, and Gender Inequality in Time Use.”

*Adler, Laura and Mai Dinh. “Can It Pay to Refuse? Substantive and Positional Claims-making in Pay Negotiations.”

2026 AOM Best Paper Proceedings – OMT (invited)

*Adler, Laura and Julia Hur. “Meritocracy and/or Diversity: How Zero-Sum Thinking Shapes Attributions of Merit.”

*Adler, Laura and Daniel Hirschman. “On the Authority of the Market.”

Adler, Laura and Elena Ayala-Hurtado. “Cancellation and Moral Realignment in the Context of Polarization.”

Adler, Laura. “Information Suppression and Employer Responses to the Salary History Ban.”

Adler, Laura. “What’s a Job Candidate Worth? Explaining Variation in Pay-Setting Practices.”

OTHER PUBLICATIONS

Adler, Laura and Elena Ayala-Hurtado. 2025. “Networking or Nepotism? How young people balance social capital and meritocratic logics in the job search.” *Work in Progress Blog*.

McBride, Justin and Laura Adler. 2022. “Debunking Lien Myths: Empirical Evidence for an Essential Tool in the Fight against Wage Theft.” *Relations Industrielles/Industrial Relations* 77(1): 1–36.

Adler, Laura. 2022. Review of *You’re Paid What You’re Worth* by Jake Rosenfeld. *SASE Blog*.

Adler, Laura. 2021. “Living on the Job”: Review of *Worked Over: How Round-the-Clock Work is Killing the American Dream* by Jamie McCallum. *New Labor Forum* 30(1): 111-119.

Adler, Laura. 2021. “The ‘Long-Covid’ of Higher Education.” *SASE Newsletter*.

Adler, Laura. 2020. “Women and Gender in Socio-Economics.” *SASE Newsletter*.

Adler, Laura, Zach Genduso, and Victoria Lee. 2019. “Finding A Better Contractor: How Municipalities Can Help Prevent Wage Theft in Contracting.” White paper. The Wage Justice Center.

Adler, Laura. 2019. “Google’s HR Department Responds to #MeToo.” *The New Republic*.

FELLOWSHIPS AND GRANTS

2025 Russell Sage Foundation, Future of Work Grant (\$75,000)

Institution for Social and Policy Studies, Yale University (\$7,500)

2023 Public Voices Fellowship, Yale University and the OpEd Project

CASBS Summer Institute on Organizations and their Effectiveness, Stanford University

2020 American Association of University Women, American Dissertation Fellowship

Departmental Grant for Training Undergraduate RA (\$1,000), Harvard University

2019 National Science Foundation, Doctoral Dissertation Research Improvement Grant (\$15,914)

Foundations of Human Behavior Research Grant (\$4,900), Harvard University

Weatherhead Initiative on Gender Inequality Research Grant (\$4,550), Harvard University

Institute for Quantitative Social Sciences Research Grant (\$2,700), Harvard University

2018 Graduate School of Arts and Sciences, Merit Fellowship, Harvard University

- Center for American Political Studies Seed Grant (\$1,000), Harvard University
- 2017 Weatherhead Center for International Affairs, Canada Program Fellowship, Harvard University
Graduate School of Arts and Sciences, Summer Predissertation Fellowship, Harvard University
- 2016 Center for American Political Studies Seed Grant (\$1,000), Harvard University
- 2014 Theodore H. Ashford Fellowship in the Humanities and Social Sciences, Harvard University
- 2010 City and Regional Planning Departmental Fellowship, UC Berkeley

HONORS AND AWARDS

- 2023 Louis Pondy Best Dissertation Paper Award, Academy of Management OMT Division
Best Dissertation Award, AOM Social Issues in Management Division
AOM William H. Newman Award, Academy of Management, Finalist
Best Student Paper, ASA Collective Behavior and Social Movements Section, Honorable Mention
- 2021 Cheryl Allyn Miller Award, Sociologists for Women in Society
Best Student Paper, ASA Sociology of Law Section
Best Student Paper, ASA Labor and Labor Movements Section
Candace Rogers Student Paper Award, Eastern Sociological Society, Honorable Mention
Certificate of Distinction, Bok Center for Teaching, Harvard University
- 2020 Jeanne Humphrey Block Dissertation Award, Harvard University
Rose Laub Coser Dissertation Proposal Award, Eastern Sociological Society
Burt Award for Best Student Paper, ASA Economic Sociology Section, Honorable Mention
Best Graduate Student Paper, ASA Altruism, Morality, and Social Solidarity Section, Co-Winner
Certificate of Distinction, Bok Center for Teaching, Harvard University
- 2019 Early Career Workshop Award, Society for the Advancement of Socio-Economics
- 2017 Certificate of Distinction, Bok Center for Teaching, Harvard University
- 2012 Outstanding Graduate Student Instructor Award, UC Berkeley

INVITED PRESENTATIONS

- 2027 HEC Paris
ESSEC Business School
University of Oregon, Lundquist College of Business
- 2026 MIT IWER Seminar
Harvard Culture and Social Analysis Workshop
Rutgers School of Management and Labor Relations
Equity in Organizations, McGill University
Stony Brook University Organizational Behavior
- 2025 UCLA Strategy/Sociology Workshop
Future of Work Conference, Ohio State University

- 2024 Equity in Organizations, Michigan Ross School of Business
Future of Work, NYU Stern School of Business
Legal Theory Workshop, Yale Law School
- 2023 Wharton Management Department
Intersectionality for Business and Social Science, Oxford University
Yale Comparative Research Workshop
- 2022 NYU Culture Workshop
Yale Center for Empirical Research on Stratification and Inequality
UC Irvine Organization and Management
Bureau of Labor Statistics Monthly Seminar
- 2021 MIT Labor Economics Lunch
American Association of University Women, Chapter Meetings
- 2020 MIT Economic Sociology Seminar
Culture Workshop, University of California, Santa Barbara
- 2019 MIT-NYU Morals and Markets Workshop
- 2016 Politics of Work and Welfare in the Platform Economy, Radcliffe Institute

CONFERENCE AND WORKSHOP PRESENTATIONS

- 2026 “How Remote Work and Flextime Shape Gender Inequality,” Davis Qualitative Research Workshop
Academy of Management, Remote Work and Employee Experience Symposium
People and Organizations Roundtable
“It Pays to Refuse,” Academy of Management, OMT Paper Session
“Meritocracy and/or Diversity,” American Sociological Association OOW/IPM Panel
“Cancellation and Moral Realignment,” American Sociological Association AMSS Panel
Yale Comparative Research Workshop
- 2025 “Meritocracy and/or Diversity,” Junior Faculty OT Workshop
“It Pays to Refuse,” People and Organizations Roundtable
American Sociological Association, Gender and Work Panel
“Raising the Bar,” Academy of Management, OMT Paper Session
“How Remote Work and Flextime Shape Gender Inequality,” Economic Sociology Conference
European Group for Organization Studies
American Sociological Association, OOW The Future of Work Panel
“The Individualized Equity Account,” (Re)production of Inequality in Evaluation, Columbia University
Economic Sociology and Organizations Workshop, Stanford University
- 2023 “The Individualized Equity Account,” People and Organizations Plenary, Wharton
Valuation in Organization and Management Studies, Aalto University

- American Sociological Association, Inequalities in Economic Sociology Panel
- Academy of Management, OMT Paper Session
- Values and Valuation Conference, Harvard Business School
- “The Expectations Penalty,” Academy of Management, OB Paper Session
- “Raising the Bar,” People and Organizations Roundtable
- 2022 “The Expectations Penalty,” People and Organizations Roundtable, Wharton
- Labor and Employment Relations Association
- Academy of Management, Symposium on Barriers to Social Change
- 2021 “From the Job’s Worth to the Person’s Price,” American Sociological Association, OOW Panel
- Academy of Management, Symposium on Pay-Setting Practices
- Harvard Workshop on Work, Organizations, and Markets
- “What’s a Job Candidate Worth?” Society for the Advancement of Socio-Economics
- “A Little Help from my Friends?” People and Organizations Roundtable
- Society for the Advancement of Socio-Economics
- 2020 “From the Job’s Worth to the Person’s Price,” People and Organizations Plenary
- Society for the Advancement of Socio-Economics
- “The Individualized Equity Account,” Society for the Advancement of Socio-Economics
- Eastern Sociological Society
- “What’s a Job Candidate Worth?” American Sociological Association, OOW Panel
- “A Little Help from my Friends?” ASA Altruism, Morality, and Solidarity Panel
- 2019 “Pay-Setting and Gender Inequality after the Salary History Ban,” People and Organizations Roundtable
- American Sociological Association, Economic Sociology Panel
- Society for the Advancement of Socio-Economics
- Eastern Sociological Society, Gender and Work Session
- 2018 “Pay-Setting and Gender Inequality after the Salary History Ban,” Harvard Culture Workshop
- Briq Workshop on Firms, Jobs and Inequality, University of Bonn
- People and Organizations Roundtable
- Harvard Workshop on Work, Organizations, and Markets
- “When Middle-Class Kids Prefer Working-Class Jobs,” ESS mini-conference on Class and Culture
- 2017 “When Middle-Class Kids Prefer Working-Class Jobs,” Harvard Culture and Social Analysis Workshop
- “The Blindspots of Behavioral Science,” Eastern Sociological Society

TEACHING AND ADVISING

Yale University

- 2022– Workforce, MBA and EMBA Core
- 2025 Sociology of Work, Yale Prison Education Initiative

Advisor: Mai Dinh

Dissertation Committee Member:

Peter Boseong Yun (Sociology)

Elisabeth Yang (2026)

Taylor Holdaway (2024)

Field Exam/2nd Year Paper Reader: Gracia Lee, Peter Boseong Yun, Deb Rowcroft

Senior Thesis Advisor: S&DS 2024, Economics 2025, Cognitive Science 2026

Harvard University

2021 The Future of Work (Junior Tutorial)

Harvard Bok Center for Teaching and Learning Certificate of Distinction

2020 The Future of Work (Junior Tutorial)

Harvard Bok Center for Teaching and Learning Certificate of Distinction

2019 Urban Politics in the Global City (Junior Tutorial)

2017 Qualitative Social Analysis (doctoral course), Teaching Fellow

Harvard Bok Center for Teaching and Learning Certificate of Distinction

2016 Political Sociology, Teaching Fellow

Social Studies Senior Thesis Advisor, 2017-18, 2018-19, 2019-20

Minnesota Department of Corrections

2020 The Sociology of Work (Remote lecture course for 85 incarcerated students)

UC Berkeley

2012 Design Theory & Criticism, Graduate Student Instructor

2011 Global Poverty, Graduate Student Instructor

Outstanding Graduate Student Instructor Award

SERVICE

University

2024 PhD Theory Construction, Guest Lecturer, Yale School of Management

2023 Practicing Leadership Workshop, Speaker, Yale University

PhD Research Design Course, Guest Lecturer, Yale School of Management

Yale Prison Education Initiative, Guest Lecturer, Yale University

Equity in the Job Search Symposium, Speaker, Yale University

2022 PhD Research Design Course, Guest Lecturer, Yale School of Management

2019 Colloquium Committee, Member, Harvard University

2016 Sociology Graduate Student Organization, President, Harvard University

2015-7 Culture and Social Analysis Workshop, Co-coordinator, Harvard University

Academic

Academy of Management

- 2026 AOM William H. Newman Award (Best Graduate Student Paper) Award Committee
The Great Reconfiguration Symposium, Discussant
- 2025 Social Issues in Management, Best Dissertation Award Committee
- 2024 Social Issues in Management, Best Dissertation Award Committee
- 2022 Symposium on Barriers to Social Change, Co-organizer
- 2021 Symposium on Pay-Setting Practices, Organizer

American Sociological Association

- 2026 Inequality, Poverty, and Mobility Section, Best Book Award
Sociology of Law Section, Program Committee
- 2024 Economic Sociology Section, Program Committee
Culture Section, Best Graduate Student Paper Committee, Chair
Organizations, Occupations, and Work Section, Program Session Organizer
Organizations, Occupations, and Work Section, Best Paper Committee
Sex and Gender Section, Best Graduate Student Paper Committee
- 2023 Culture Section, Diversity, Equity, and Inclusion Committee
Economic Sociology Section, Best Paper Award Committee
- 2022 Culture Section, Diversity, Equity, and Inclusion Committee
Economic Sociology Section, Best Graduate Paper Award Committee
Labor & Labor Movements Section, Best Graduate Paper Award Committee
- 2021 Sex & Gender Section, Program Committee
Economic Sociology Section, Program Committee
- 2020 Economic Sociology Section, Roundtable Co-Organizer
- 2019 Organizations, Occupations & Work, Communications Editor

Other

- 2022 Sociologists for Women in Society, Membership Committee
- 2021 Society for the Advancement of Socio-Economics, Blog Editor-in-Chief
- 2020 Society for the Advancement of Socio-Economics, Blog Editor-in-Chief

Public

- 2021– Equal Pay Today!, Research Committee
- 2024– PowHer NY, Equal Pay Committee
- 2018-22 Wage Justice Center, Volunteer Researcher, Los Angeles
- 2018 UNICEF Independent Task Force on Gender Discrimination & Harassment, Researcher