

Laura Adler

Yale School of Management
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EMPLOYMENT

Yale School of Management, Assistant Professor of Organizational Behavior, 2022 -

EDUCATION

Harvard University

Ph.D., Sociology, 2022 - *AOM Social Issues in Management Division Best Dissertation Award 2023*

M.A., Sociology, 2017

University of California, Berkeley, Master of City Planning, 2012

Yale University, B.A., Humanities with Distinction, *cum laude*, 2008

RESEARCH INTERESTS

Organizational theory, economic sociology, culture, gender pay equity, diversity, future of work

PUBLICATIONS

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.

Mayer N. Zald Distinguished Contribution to Scholarship Student Paper Award, ASA Collective Behavior and 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. "Individualized Equity: Accounting for Pay Inequality within Organizations." Under review.

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

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

Adler, Laura and Elena Ayala-Hurtado. "A Little Help from My Friends? Social Capital, Meritocracy, and Situational Alignment in the Job Search." (Revise and resubmit at *Administrative Science Quarterly*.)

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

WORKING PAPERS

Adler, Laura. "From the Job's Worth to the Person's Price: The Transformation of US Pay-Setting Practices since 1950."

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

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

Adler, Laura and Daniel Hirschman. "On the Authority of the Market."

OTHER PUBLICATIONS

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. Society for the Advancement of Socio-Economics 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 the Contracting Process." White paper. The Wage Justice Center.

Adler, Laura. 2019. "Google's HR Department Responds to #MeToo." *The New Republic*.

FELLOWSHIPS AND GRANTS

CASBS Summer Institute on Organizations and their Effectiveness, Stanford University, 2023

American Association of University Women, American Dissertation Fellowship, 2020

Harvard Experiments Working Group Seed Grant (\$500), Harvard University, 2020

Departmental Grant for Training Undergraduate RA (\$1,000), Harvard University, 2020

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

Foundations of Human Behavior Research Grant (\$4,900), Harvard University, 2019

Weatherhead Initiative on Gender Inequality Research Grant (\$4,550), Harvard University, 2019

Institute for Quantitative Social Sciences Research Grant (\$2,700), Harvard University, 2019

Graduate School of Arts and Sciences, Merit Fellowship, Harvard University, 2018-2019

Center for American Political Studies Graduate Seed Grant (\$1,000), Harvard University, 2016 and 2018

Weatherhead Center for International Affairs, Canada Program Fellowship, Harvard University, 2017

Graduate School of Arts and Sciences, Summer Predissertation Fellowship, Harvard University, 2017

Theodore H. Ashford Fellowship in the Humanities and Social Sciences, Harvard University, 2014

City and Regional Planning Departmental Fellowship, UC Berkeley, 2010

HONORS AND AWARDS

Louis Pondy Best Dissertation Paper Award, Academy of Management OMT Division, 2023
AOM William H. Newman Award, Academy of Management, Finalist, 2023
Best Dissertation Award, AOM Social Issues in Management Division, Winner, 2023
Best Student Paper, ASA Collective Behavior and Social Movements Section, Honorable Mention, 2023
Cheryl Allyn Miller Award, Sociologists for Women in Society, 2021
Best Student Paper, ASA Sociology of Law Section, 2021
Best Student Paper, ASA Labor and Labor Movements Section, 2021
Candace Rogers Student Paper Award, Eastern Sociological Society, Honorable Mention, 2021
Certificate of Distinction, Bok Center for Teaching and Learning, Harvard University, 2017, 2020, 2021
Jeanne Humphrey Block Dissertation Award, Harvard University, 2020
Rose Laub Coser Dissertation Proposal Award, Eastern Sociological Society, 2020
Burt Award for Best Student Paper, ASA Economic Sociology Section, Honorable Mention, 2020
Best Graduate Student Paper, ASA Altruism, Morality, and Social Solidarity Section, Co-Winner, 2020
Early Career Workshop Award, Society for the Advancement of Socio-Economics, 2019
Outstanding Graduate Student Instructor Award, UC Berkeley, 2011-2012

INVITED PRESENTATIONS AND PANELS

“From the Job’s Worth to the Person’s Price: The Transformation of Pay-Setting Practices Since 1950”
Legal Theory Workshop, Yale Law School, February 2024.
Bureau of Labor Statistics Monthly Seminar, January 2022.
MIT Labor Economics, October 2021.
Harvard Economic Sociology Seminar, September 2021.
American Association of University Women, Chapter Meetings, April-May 2021.

Panel on Implications of Intersectionality for Business and Social Science
Oxford University, Business Economics Program, March 2023.

“The Individual Equity Account: How Employers Justify Pay Inequality”
Yale Comparative Research Workshop, January 2023.
NYU Culture Workshop, September 2022.

“Information and Discrimination in Employer Responses to the Salary History Ban”
Yale Center for Empirical Research on Stratification and Inequality, September 2022.

“What’s a Job Candidate Worth? Status and Evaluation in the Pay-Setting Process”
MIT Economic Sociology Seminar, September 2020.
Culture Workshop, University of California, Santa Barbara, February 2020.

“Pay-Setting and Gender Inequality after the Salary History Ban”
MIT-NYU Morals and Markets Workshop, March 2019.

“Equal Protection or Protectionism? Regulating Ridesharing in Boston and Massachusetts”
Politics of Work and Welfare in the Platform Economy, Radcliffe Institute, November 2016.

CONFERENCE AND DEPARTMENTAL PRESENTATIONS

“The Individualized Equity Account: How Employers Justify Pay Inequality”

People and Organizations Plenary, Wharton, September 2023.

Valuation in Organization and Management Studies, Aalto University, September 2023.

American Sociological Association, Centering Inequalities in Economic Sociology, August 2023.

Academy of Management, Organization and Management Theory, August 2023.

Values and Valuation Conference, Harvard Business School, March 2023.

Society for the Advancement of Socio-Economics, July 2020.

Eastern Sociological Society, February 2020.

“The Expectations Penalty: Information and Discrimination in Responses to the Salary History Ban”

Academy of Management, Organizational Behavior, August 2023.

People and Organizations Roundtable, Wharton, October 2022.

Labor and Employment Relations Association, June 2022.

“From the Job’s Worth to the Person’s Price: The Transformation of Pay-Setting Practices Since 1950”

Academy of Management, Symposium on Barriers to Social Change, August 2022.

American Sociological Association, Organizations, Occupations, and Work Panel, August 2021.

Academy of Management, Symposium on Pay-Setting Practices, August 2021.

Harvard Workshop on Work, Organizations, and Markets, April 2021.

People and Organizations Conference, Plenary Session, Wharton, December 2020.

Society for the Advancement of Socio-Economics, July 2020.

“What’s a Job Candidate Worth? Status and Evaluation in the Pay-Setting Process”

Society for the Advancement of Socio-Economics, July 2021.

American Sociological Association, Organizations, Occupations, and Work Panel, August 2020.

Adler, Laura and Elena Ayala-Hurtado. “A Little Help from my Friends?”

People and Organizations Roundtable, Wharton, September 2021.

Society for the Advancement of Socio-Economics, July 2021.

American Sociological Association, Altruism, Morality, and Solidarity Panel, August 2020.

“Pay-Setting and Gender Inequality after the Salary History Ban”

People and Organizations Roundtable, Wharton, September 2019.

Economic Sociology of Inequality Panel, American Sociological Association, August 2019.

Society for the Advancement of Socio-Economics, June 2019.

Eastern Sociological Society, Gender and Work Session, February 2019.

Briq Workshop on Firms, Jobs and Inequality, University of Bonn, December 2018.

People and Organizations Roundtable, Wharton School, September 2018.

Harvard Workshop on Work, Organizations, and Markets, September 2018.

Harvard Culture and Social Analysis Workshop, September 2018.

“When Middle-Class Kids Prefer Working-Class Jobs: The Case of Aspiring Artists”

Mini-conference on Class and Culture, Eastern Sociological Society, February 2018.

Harvard Workshop on Culture and Social Analysis, April 2017.

Lamont, Michele, Laura Adler, Bo Yun Park, and Xin Xiang. “The Blindspots of Behavioral Science.”

Eastern Sociological Society, February 2017.

TEACHING AND ADVISING

Yale School of Management

Workforce (MBA and EMBA Core), 2022-23

S&DS Senior Thesis Advisor, 2023

Harvard University

The Future of Work (Junior Tutorial), 2020 and 2021

Certificate of Distinction, Harvard Bok Center for Teaching and Learning, 2020 and 2021

Urban Politics in the Global City (Junior Tutorial), 2019

Qualitative Social Analysis (doctoral course), Teaching Fellow, 2017

Certificate of Distinction, Harvard Bok Center for Teaching and Learning, 2017

Political Sociology, Teaching Fellow, 2016

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

Minnesota Department of Corrections

The Sociology of Work, 2020

Remote lecture course for 85 incarcerated students

UC Berkeley

Design Theory & Criticism, Graduate Student Instructor, 2012

Global Poverty, Graduate Student Instructor, 2011

Outstanding Graduate Student Instructor Award, 2011-2012

SERVICE

Academic

ASA Culture Section, *Diversity, Equity, and Inclusion Committee*, 2022-2023

ASA Economic Sociology Section, *Best Paper Award Committee*, 2023

AOM Symposium on Barriers to Social Change, *Co-organizer*, 2022

ASA Economic Sociology Section, *Best Graduate Paper Award Committee*, 2022

ASA Labor & Labor Movements Section, *Best Graduate Paper Award Committee*, 2022

Sociologists for Women in Society, *Membership Committee*, 2021-2022

AOM Symposium on Pay-Setting Practices, *Organizer*, 2021

ASA Sex & Gender Section, *Program Committee*, 2020-2021

ASA Economic Sociology Section, *Program Committee*, 2020-2021

Society for the Advancement of Socio-Economics (SASE) Newsletter, *Editor-in-Chief*, 2019-2021

ASA Economic Sociology Section, *Roundtable Co-Organizer*, 2019-2020

ASA Organizations, Occupations & Work, *Communications Editor*, 2018-2019

University

Yale Prison Education Initiative, *Guest Lecturer*, Yale University, 2023

Equity in the Job Search Symposium, *Speaker*, Yale University, 2023

Colloquium Committee, *Member*, Harvard University, 2018-2019

Culture and Social Analysis Workshop, *Co-coordinator*, Harvard University, 2015-2017

Sociology Graduate Student Organization, *President*, Harvard University, 2015-2016

Public

Equal Pay Today!, *Research Committee*, 2021-2023

Wage Justice Center, *Volunteer Researcher*, Los Angeles, 2018-2022

UNICEF Independent Task Force on Workplace Gender Discrimination & Harassment, *Researcher*, 2018