

Laura Adler

EMPLOYMENT

Yale University, School of Management

Assistant Professor of Organizational Behavior, 2022 – Present

Courtesy appointment in Sociology, 2022 – Present

EDUCATION

Harvard University, Ph.D., Sociology, 2022

AOM Social Issues in Management Division Best Dissertation Award 2023

Harvard University, 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.

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

* Equal authorship

Adler, Laura. "Individualized Equity: Accounting for Pay Inequality within Organizations." (Revise and resubmit, *American Sociological 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." (2nd revise and resubmit, *Administrative Science Quarterly*.)

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

*Pedulla, David and Laura Adler. "How Social Context Shapes Discrimination." (Under review, *American Sociological Review*.)

WORKING PAPERS

- Adler, Laura. "From the Job's Worth to the Person's Price: Pay Equity Law and Market-Based Pay."
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. 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

- Public Voices Fellowship, Yale University and the OpEd Project, 2023
- CASBS Summer Institute on Organizations and their Effectiveness, Stanford University, 2023
- American Association of University Women, American Dissertation Fellowship, 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 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
Best Dissertation Award, AOM Social Issues in Management Division, 2023
AOM William H. Newman Award, Academy of Management, *Finalist*, 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, 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

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

CONFERENCE AND WORKSHOP PRESENTATIONS

- “Raising the Bar: Job Quality, Social Characteristics, and Cumulative Disadvantage”
People and Organizations Roundtable, Wharton, September 2023.
- “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, 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”
Academy of Management, Symposium on Barriers to Social Change, August 2022.
American Sociological Association, OOW 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, OOW 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), 2022-24

Dissertation Committee Member:

Elisabeth Yang

Taylor Holdaway, 2024

Senior Thesis Advisor: S&DS 2023, Economics 2024

Harvard University

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

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

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

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

Harvard Bok Center for Teaching and Learning Certificate of Distinction, 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

University

Practicing Leadership Workshop, *Speaker*, Yale University, 2023

PhD Research Design Course, *Guest Lecturer*, Yale School of Management, 2022, 2023

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

Academic

Academy of Management

Social Issues in Management, *Best Dissertation Award Committee*, 2024

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

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

American Sociological Association

Economic Sociology Section, *Program Committee*, 2024

Organizations, Occupations, and Work Section, *Program Session Organizer*, 2024

Organizations, Occupations, and Work Section, *Best Paper Committee*, 2024

Culture Section, *Best Graduate Student Paper Committee, Chair*, 2024

Sex and Gender Section, *Best Graduate Student Paper Committee*, 2024

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

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

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

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

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

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

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

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

Sociologists for Women in Society

Membership Committee, 2021-2022

Society for the Advancement of Socio-Economics

Blog Editor-in-Chief, 2019-2021

Public

PowHer NY, *Equal Pay Committee*, 2024 – Present

Equal Pay Today!, *Research Committee*, 2021 – Present

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

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