

Amanda Plummer Weirup

Ph.D. Candidate in Organizational Behavior and Theory

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EDUCATION

Tepper School of Business, Carnegie Mellon University

Pittsburgh, PA

Ph.D., Organizational Behavior and Theory

Expected 05/2017

Dissertation: *Will you do me a favor? Responding to favor requests in the workplace*

Committee: Dr. Laurie R. Weingart (co-chair), Dr. Linda C. Babcock (co-chair),

Dr. Taya R. Cohen, Dr. Denise M. Rousseau

Minor: Statistics

M.S., Organizational Behavior and Theory

2013

M.B.A., Business Administration

2005

Concentrations: Organizational Behavior, Strategy, Finance

Kelley School of Business, Indiana University

Bloomington, IN

B.S., Business Administration with Distinction and Departmental Honors

1999

Major: Computer Information Systems; Minor: History

Honor Societies: Beta Gamma Sigma (Business), Alpha Iota Delta (Decision Sciences)

RESEARCH INTERESTS

Decision making, gender, prosocial behavior, emotion, individual differences

AWARDS

- Doctoral Institute Scholarship, Organizational Behavior Teaching Society, 2016
- Doctoral Student Travel Scholarship, Harvard Business School Gender & Work Symposium, 2016
- Gerald R. Salancik Doctoral Dissertation Fellowship (outstanding dissertation proposal), Carnegie Mellon University, 2015
- Organizational Behavior Doctoral Consortium, Academy of Management, 2015
- William Larimer Mellon Fellowship, Carnegie Mellon University, 2011-2015
- Tepper Dean's Scholarship (merit-based, full tuition), Carnegie Mellon University, 2003-2005

COMPETITIVE RESEARCH GRANTS AS PRINCIPAL/CO-PRINCIPAL INVESTIGATOR

- Center for Behavioral Decision Research, Carnegie Mellon University, 2014-2015, \$1430
- Carnegie Bosch Institute, 2013-2014, \$20,000
- Graduate Student Assembly/Provost, Carnegie Mellon University, 2012-2013, \$750
- Carnegie Bosch Institute, 2012-2013, \$5,000

PUBLICATIONS: ARTICLES IN REFERRED JOURNALS

1. Reilly, A. H., & Weirup, A. R. (2010). Sustainability initiatives, social media activity, and organizational culture: An exploratory study. *Journal of Sustainability and Green Business*, 1, 1-15.

WORKING PAPERS/RESEARCH IN PROGRESS

1. Weirup, A., Weingart, L. R., & Cohen, T. R. Will you do me a favor? Responding to favor requests in the workplace. **(Under review)**
2. Weirup, A., & Babcock, L. C. Forecasting the emotional consequences of favor performance.
3. Weirup, A., Babcock, L. C., & Cohen, T. R. Gender differences in responding to favors.
4. Weirup, A., & Cohen, T. R. The impact of guilt proneness on the performance of favors in organizations.

REFEREED CONFERENCE PRESENTATIONS

1. Weirup, A., & Cohen, T. C. The impact of guilt-proneness on favor performance in organizations. Annual meeting of the *Society for Personality and Social Psychology*, San Diego, 2016.
2. Weirup, A., Babcock, L. C., & Weingart, L. R. Forecasting the emotional consequences of favor performance. Annual meeting of the *Society for Personality and Social Psychology*, Long Beach, 2015.
3. Weirup, A., Babcock, L. C., & Weingart, L. R. Will you do me a favor? Motivations that influence responses to favor requests. The Ninth *International Conference on Emotions and Organizational Life*, Philadelphia, 2014.
4. Weirup, A., Babcock, L. C., & Weingart, L. R. Will you do me a favor? Motivations that influence responses to favor requests. *Trans-Atlantic Doctoral Conference*, London, 2014.
5. Weirup, A., Babcock, L. C., & Weingart, L. R. Favors feel different for females: Gender differences in favor deliberation. Annual meeting of the *Association for Psychological Science*, Washington, 2013.
6. Weirup, A., Babcock, L. C., & Weingart, L. R. Favors feel different for females: Gender differences in the cognition and emotion of favor deliberation. Annual meeting of the *Society for Personality and Social Psychology*, New Orleans, 2013.
7. Babcock, L., Peyser, B., Tocci, M. J., Vesterlund, L., & Weirup, A. Breaking the glass ceiling with "No": Gender differences in doing favors. Annual meeting of the *American Economic Association*, San Diego, 2013.

SELECTED MEDIA COVERAGE

1. The 'I Just Can't Say No' Club Women Need To Advance In Their Careers (June 28, 2016). *Forbes*.
2. Getting to 'No' (January 11, 2013). *The Wall Street Journal*.
3. Gender Differences In Propensity to Do Favors (January 6, 2013). *Slate Magazine*.

TEACHING EXPERIENCE

Carnegie Mellon University

Adjunct Instructor

- Organizational Behavior, Undergraduate, 2014, Instructor: 4.8/5.0; Course: 4.8/5.0
- Negotiation, Graduate, 2016, Instructor: 4.6/5.0; Course: 4.5/5.0
- *Scheduled*: Organizational Behavior, Undergraduate, Spring 2017

Guest Lecturer

- Negotiation & Conflict Resolution, Undergraduate
- Organizational Change, Graduate
- Team Conflict & Negotiation, Graduate

Graduate Teaching Assistant

- Leadership, Graduate (Instructors: multiple)
- Negotiation, Graduate (Instructor: Linda Babcock)
- Organizational Behavior, Undergraduate (Instructors: multiple)
- Organizational Change, Graduate (Instructors: Denise Rousseau, Gerard Beenen)
- Organizational Design & Implementation, Graduate (Instructor: David Krackhardt)
- Strategic Human Resources, Graduate (Instructor: Denise Rousseau)
- Team Conflict & Negotiation, Graduate (Instructor: Laurie Weingart)

Future Faculty Program Certification, Eberly Center for Teaching Excellence and Educational Innovation

- Developed course syllabi and teaching materials
- Refined teaching philosophy and pedagogy
- Enriched teaching skills through seminars, classroom observations, and individual feedback sessions

Kaplan Test Prep/Kaplan, Inc.

Instructor

- GMAT & GRE classroom instruction and private tutoring, 2005-2007

STUDENT ADVISING

- Michelle Cho, undergraduate Research Assistant, 2015-2016
- Janelle Cordero, undergraduate Research Assistant, 2013-2015

EDITORIAL ROLES

Ad Hoc Referee

- *Academy of Management*
- *International Association for Conflict Management*
- *Small Groups Research*

ACADEMIC SERVICE

Association for Psychological Science

- Campus Representative, 2013-2015

Carnegie Mellon University

- PhD Representative, Graduate Student Assembly (student government), 2013-2015
- Undergraduate Business Curriculum Review Committee, 2014
- Student Coordinator, Organizational Behavior & Theory Seminar Series, 2012-2013
- Student Coordinator, PhD Student Recruiting Committee, 2012

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society of Personality and Social Psychology
- Society for the Psychology of Women, APA Division 35
- Organizational Behavior Teaching Society
- Association for Psychological Science

PROFESSIONAL & INDUSTRY EXPERIENCE

Bain & Company (Management consulting)

Chicago, IL; Boston, MA

- *Marketing Manager* (2007 – 2009): Directed the complete redesign of Bain's recruiting website; created materials and presentations for the global recruiting process; managed Bain's recruiting social media presence
- *Case Team Leader; Consultant; Summer Associate* (2004 – 2007): Led multiple strategy projects focusing on cost reduction, process improvement, new business development, and customer strategy for aerospace, financial services, healthcare, real estate, and retail clients

Accenture (Management consulting)

Chicago, IL

- *Senior Consultant; Summer Intern* (1998-2003): Delivered numerous technology design, development, and implementation projects for communications, consumer products, financial services, federal government, health services, and retail clients

REFERENCES

Dr. Laurie R. Weingart

Senior Associate Dean of Education; Carnegie Bosch Professor of Organizational Behavior and Theory

Tepper School of Business

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Dr. Linda C. Babcock

James M. Walton Professor of Economics

Department of Social and Decision Sciences

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Dr. Taya R. Cohen

Associate Professor of Organizational Behavior and Theory

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Dr. Denise M. Rousseau

H. J. Heinz II Professor of Organizational Behavior and Public Policy

Heinz School of Policy and Management

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