

ALICE M. WIELAND, PHD

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ACADEMIC POSITIONS

Associate Professor of Management College of Business, Southern Connecticut State University	2020- Present New Haven, CT
Assistant Professor of Management College of Business, University of Nevada, Reno	2012 to 2019 Reno, NV
Adjunct Professor of Entrepreneurship USC Marshall School of Business, Greif Center for Entrepreneurial Studies	Fall, 2011 Los Angeles, CA

EDUCATION

PhD	UCLA Anderson School of Management Los Angeles, CA	June, 2012
MBA	University of Southern California, Marshall School of Business Los Angeles, CA	May, 2003
MA	Columbia University, Teachers College <i>Social and Organizational Psychology, New York, NY</i>	May, 2000
BS	New York University, Leonard N. Stern School of Business <i>Accountancy, New York, NY</i>	January, 1995
CPA	New York State, Department of Education	1999 to Present

RESEARCH INTERESTS

Research interests include gender effects on decisions in managerial/leadership, entrepreneurial, risky and competitive situations, and the influence of gender stereotypes and social roles on decisions. Expertise in experimental methodology.

PUBLICATIONS & MANUSCRIPTS UNDER REVIEW

- Wieland, A. & Jansen, A. (Under Review). Benevolent Sexism on Leadership Aspirations: Helps Men, Hinders Women. *Sex Roles*.
- Wieland, A. (Under Review). Gender Identity, Heuristics and Entrepreneurial Investments. *Journal of Economic Psychology*.
- Siegal, P., Brockner, J. & Wieland, A. (Under Review). An Antidote to Compromising Success at Work: High Process Fairness Reduces Self-Handicapping in the Face of Greater Personal Uncertainty. *Journal of Experimental Social Psychology*.
- Gupta, V., Wieland, A., & Turban, D. (2019). Gender Characterizations in Entrepreneurship: A Multi-Level Investigation of Sex-Role Stereotypes. *Journal of Small Business Management*.
- Wieland, A., Kimmelmeier, M., Gupta, V. & McKelvey, W. (2019). Gendered Cognitions: A Socio-Cognitive Model of How Gender Affects Entrepreneurial Preferences. *Entrepreneurship and Regional Development*.
- *Hsu, D., Simmons, S. & Wieland, A. (2017). Designing Entrepreneurship Experiments: A Review, Typology and Research Agenda. *Organizational Research Methods*.
- Stedham, Y. & Wieland, A. (2017). Gender and Culture: Hostile and Benevolent Sexism on Entrepreneurial Intentions. *International Journal of Entrepreneurial Behavior & Research*.
- *Kakapour, S., Morgan, T., Parsinejad, S. & Wieland, A. (2016). Antecedents of Corporate Entrepreneurship in Iranian SMEs: The Role of Strategic Orientation and Opportunity Identification. *Journal of Small Business & Entrepreneurship*
- Sarin, R. & Wieland, A. (2016). Risk aversion for decisions under uncertainty: Are there gender differences? *Journal of Behavioral and Experimental Economics*.

- Wieland, A, Sundali, J, Kimmelmeier, & M. Sarin, R. (2014). Gender Differences in the Endowment Effect: Women Pay Less, but Won't Accept Less. *Judgment and Decision Making*.
- Wieland, A., & Sarin, R. (2012). Domain Specificity of Sex Differences in Competition. *Journal of Economic Behavior & Organization*.
- *Authorship is equally shared; presentation of author names is alphabetical.
- Wieland, A. & Burnham, T. (2016). Boosting Performance on Evaluative Tasks: Activating Goals vs. Self-affirming. *Psychological Reports*.
- Wieland, A. (2012). Sex, Gender, and Decisions: Exploring the Cognitions and Choices that Result in Differential Outcomes. UC Los Angeles: UCLA Center for the Study of Women. Retrieved from: <http://escholarship.org/uc/item/3gz72337>

CURRENT RESEARCH PROJECTS

- Wieland, A. (Disputed Authorship ETP). A Note on Mediation Analysis in Entrepreneurship.
- Siegel, P. & Wieland, A. (Revising). Towards Extending the Reach of Uncertainty Management Theory: The effect of process fairness on Self-Handicapping Behavior.
- Wieland, A. (In Progress). The Gender Congruence Bias.

HONORS, AWARDS, DISTINCTION & LEADERSHIP

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| 2021 | SCSU Faculty Creative Activity Research Grant – Scale Validation for Gendered Cognitions (\$2,500 in Research Support). |
| 2021 | CSU-AAUP Faculty Research Grant – Role of Gendered Cognitions in Organizations. (\$3,750 in research support). |
| 2018 | University of Michigan, ICPSR Summer Program in Quantitative Methods of Social Research, 1 st Session 4 week program.
<i>ACUE Certificate in Effective College Instruction</i> , Online Teacher training. |
| 2017 | <i>Researcher of the Year Award</i> , College of Business, University of Nevada, Reno. |
| 2016 | Kavli Summer Institute in Cognitive Neuroscience, expenses paid, two-week training. Funded by NIMH, NIDA and the Kavli Foundation. Competitive. |
| 2014 | USAC, Faculty International Development Award, Covers tuition and stipend for a summer study abroad, Competitive, Two awarded per year. Visited Thailand. |
| 2013 | <i>Outstanding Faculty Award</i> , College of Business, UNR: Highest Honor for Undergraduate Teaching, (1 per year), Awarded by Student votes |
| 2011-2012 | Recipient of the <i>Irving and Jean Stone Dissertation Year Fellowship</i> , Competitive (1 per year), 100% Tuition & Fees, and \$20,000 Stipend |
| 2006-2012 | PhD Project, Management Doctoral Students Association Member, Pays for yearly AOM attendance while in doctoral program |
| 2006-2010 | UCLA Anderson Doctoral Student Fellowship, 100% Tuition, Stipend 4 years |
| 2006-2011 | Price Center Doctoral Research Grant for Entrepreneurship, \$5,000 to \$10,000 annual research budget related to entrepreneurial studies. |
| 2007-2009 | CIBER Center Doctoral Research Grant, \$3,000 annual research stipend. |
| 2002-2003 | President, Graduate Women in Business, Marshall Chapter 2002 – 2003 |
| 2001-2003 | Fellow, Competitive, <i>Consortium for Graduate Study in Management</i> , 100% MBA Tuition |

CONFERENCE PAPERS PRESENTED

- Wieland, A. (May 2023). *The Gender Congruence Bias in Entrepreneurial Investments*. Eastern Academy of Management. Philadelphia, PA.
- Wieland, A. (May 2022). *Social and Performance Risk: The Development and Validation of a Scale Measuring the Influence of Social Cognitions of Stereotypic Expectations*. Eastern Academy of Management. Portland, Maine
- Wieland, A. (May 2021). *Social Cognitions and Gendered Organizations*. Eastern Academy of Management. Virtual Conference.
- Wieland, A. & Budnick, C. (May 2021). *Social and Performance Risk*. Association for Psychological Science. Virtual Conference.
- Wieland, A. (August 2018). *Causal Processes in Entrepreneurship: Study Design and Analysis for Examining Mediation*. Academy of Management Annual Conference. Chicago, IL.
- Wieland, A., & Hsu, D. (January 2018). *Causal Processes in Entrepreneurship: Study Design and Analysis for Examining Mediation*. USASBE, Hollywood, CA.
- Wieland, A., Kimmelmeier, M., Gupta, V. & McKelvey, W. (August 2016). *The Gender Congruence Bias in Entrepreneurship*. Academy of Management Annual Conference. Anaheim, CA.
- Hsu, D., Simmons, S. & Wieland, A.* (January 2016). *Using Experimental Methodology for Entrepreneurship Research*. Academy of Management Annual Conference. Anaheim, CA.
- Wieland, A. (May 2016). *The Gender Congruence Bias*. Bay Area Behavioral and Experimental Economics Workshop. Berkeley, CA.
- Hsu, D., Simmons, S. & Wieland, A.* (January 2016). *Using Experimental Methodology for Entrepreneurship Research*. United States Association of Small Business and Entrepreneurship, San Diego, CA.
- Stedham, Y. & Wieland, A. (September 2015). *Gender and Culture: The Role of Benevolent Sexism on Entrepreneurial Intentions*. Academy of Business Research Conference in Indianapolis, IN.
- Wieland, A, Sundali, J, Sarin, R. & Kimmelmeier, M. (July 2014). *Gender Differences in Risk Aversion: If, When and Why?* Society for the Advancement of Behavioral Economics, NV.
- Gupta, V., Wieland, A., & Turban, D. (June 2014). *The Road Less Traveled: Differences in the Perceived Suitability of Men and Women for Entrepreneurial Roles*. Diana International Research Conference, Stockholm, Sweden.
- Wieland, A, Sundali, J, Sarin, R. & Kimmelmeier, M. (May 2014). *Gender Differences in Risk Aversion: If, When and Why?* Poster. Association of Psychological Science, San Francisco, CA.
- Hsu, D., Simmons, S. & Wieland, A. (January 2014). *Entrepreneurship and Experimental Research Methods: What's Been Done, What's Left to Do?* USASBE 2014, Fort Worth, TX
- Sarin, R. & Wieland, A. (August 2013). *Expectancy: The Missing Link in Gender Differences in Risk Aversion*. 24th Subjective Probability & Decision Making Conference, Barcelona Spain.
- Wieland, A., Huang, L., & McKelvey, W. (April 2013). *Cognitions and Decisions: An Exploration of Gender and Entrepreneurial Choice*. Journal of Management Studies Young Scholars Development Workshop, Denver, CO.
- Wieland, A., Huang, L., & McKelvey, W. (August 2012). *Cognitions and Decisions: An Exploration of Gender and Entrepreneurial Choice*. Academy of Management, Boston, MA.
- Wieland, A. (January 2012). *The Sex-Typing of Entrepreneurial Ventures*. 2012 USASBE Conference, New Orleans, Louisiana.

- Wieland, A. & Sarin, R. (November 2011). *A Theory of Gender Differences in Competition*. Society of Judgment and Decision Making Annual Meeting, Seattle, WA
- Siegel, P. A. & Wieland, A. M. (August 2009). *Reducing the tendency to self-handicap: The effect of process fairness*. 2009 Academy of Management, Chicago
- Wieland, A. (August 2008). *Microfinance and female empowerment: Questions to ask*. 2008 Academy of Management, Anaheim, CA
- Post, C. & Wieland, A. (January 2007). *Gender inequality in the workforce: A comparison of corporate women and female entrepreneurs*. 2007 USASBE Conference, Orlando, Florida.

COURSES TAUGHT AND TEACHING ASSISTANTSHIPS

TAUGHT

- Gender, Leadership and Management (Fall 2023)
- MBA Leadership (Fall 2023)
- Organizational Behavior Core Course SCSU (Fall 2020-Present)
- Entrepreneurship & Small Business Management SCSU (2020-2022)
- Negotiations and Conflict Resolution SCSU (2020-2022)
- Business Research Methods UNR (Fall 2016 – Fall 2018)
- Advanced OB UNR – Conflict Resolution and Organizational Politics (Fall 2014 – Spring 2016)
- Creatively Managing Entrepreneurial Ventures UNR (Spring 2014 - 2018)
- Organizational Behavior Core Class UNR– Undergraduate (Fall 2012 – Spring 2014)
- Introduction to Entrepreneurship UNR– Undergraduate, USC Marshall School of Business (Fall 2011)

TEACHING ASSISTANTSHIPS

- Microfinance and Climate Change (FEMBA): 2009, 2010
- Entrepreneurship (MBA): 2008
- Strategic Leadership (Core OB course UCLA International MBA): 2008, 2009, 2010
- Leadership Foundations (MBA): 2009
- Negotiations (MBA, FEMBA, International MBA): 2008, 2009
- Pay and Rewards (MBA): 2009
- Managing Interpersonal Relationships (FEMBA): 2007

PROFESSIONAL ASSOCIATIONS

Eastern Academy of Management	2020 – 2024
Academy of Management	2006 – 2024
Society for Judgment and Decision Making	2010 – 2018
Association of Psychological Science	2013 – 2017
United States Association of Small Business and Entrepreneurship	2010 - 2018