# EMILY T. AMANATULLAH

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## ACADEMIC POSITIONS

**Assistant Professor** July 2007 to present Management Department
McCombs School of Business
The University of Texas at Austin

## EDUCATION

**Ph.D.** Management 2007
Doctorate Granted with Distinction.
Columbia University – Graduate School of Business, New York, NY

**M.Phil.** Management 2004
Columbia University – Graduate School of Business, New York, NY

**B.S.** Psychology, **B.A.** Computer Science, **Minor** Spanish 2002
Graduated with Distinction; Magna Cum Laude.
Duke University, Durham, NC

## PUBLICATIONS

Amanatullah, E. T. & Tinsley, C. H. (published online before print, April 2012) "Punishing female negotiators for asserting too much…or not enough: When advocacy moderates backlash." *Organizational Behavior and Human Decision Processes, 0.1016/j.bbr.2011.03.031.*

Flynn, F. J. & Amanatullah, E. T. (published online before print, July 2010) "Psyched up or psyched out? The effect of coactor status on individual performance." *Organization Science*.

Schneider, A. K., Tinsley, C. H., Cheldelin, S., & Amanatullah, E. T. (2010) "Likeability v. competence: The impossible choice faced by female politicians, attenuated for lawyers." *Duke Journal of Gender Law and Policy, 17*(2), 363-384.

Tinsley, C. H. & Amanatullah, E. T. (2010). "Women's leadership in Corporate America." In K. O'Connor (Ed.) *Gender and Women's Leadership*. Sage Publications.

Amanatullah, E. T. & Morris, M. W. (2010). "Negotiating gender roles: Gender differences in assertive negotiating are mediated by women's fear of backlash and attenuated when negotiating on behalf of others." *Journal of Personality and Social Psychology*, 98(2): 256-267.

Schneider, A. K., Tinsley, C. H., Cheldelin, S., & Amanatullah, E. T. (2009). "Leadership and lawyering: Lessons from the 2008 elections." *Hamline Journal of Public Law and Policy,* 30(2): 581-604.

Tinsley, C. H., Cheldelin, S., Schneider, A. K., & Amanatullah, E. T. (2009). "Women at the bargaining table: Pitfalls and prospects." *Negotiation Journal,* 25(2): 233-248.

Tinsley, C. H., Cheldelin, S., Schneider, A. K., & Amanatullah, E. T. (2009). "Negotiating your public identity: Women's path to power." In Honeyman, C., J. Coben, & G. De Palo (eds). *Rethinking Negotiation Teaching: Innovations for Context and Culture*. St. Paul, MN: DRI Press.

Amanatullah, E. T., Morris, M. W., & Curhan, J. R. (2008). "Negotiators who give too much: Unmitigated communion, relational anxieties, and economic costs in distributive and integrative bargaining." *Journal of Personality and Social Psychology,* 95: 723-738.

Amanatullah, E. T. (2008). "Negotiating gender stereotypes: Other-advocacy reduces social constraints on women in negotiations." *Best Paper Proceedings of the Sixty-Eighth Annual Meeting of the Academy of Management*.

Flynn, F. J., Reagans, R. E., Amanatullah, E. T., & Ames, D. R. (2006). "Helping one's way to the top: Self-monitors achieve status by helping others and knowing who helps whom." *Journal of Personality and Social Psychology*, 91: 1123-1137.

## PAPERS UNDER REVIEW / REVISION

Amanatullah, E. T. & Morris, M. W. "Effects of gender and advocacy context on business executives' negotiation outcomes and conflict styles." Under Review at *Negotiation Journal*.

Amanatullah, E. T., Shropshire, C., James, E. H., & Lee, P. M. "Risky business…for whom? Gender, self- vs. other-orientation and risk in managerial decision-making." In preparation for submission to *Academy of Management Journal*.

Amanatullah, E. T. & Tinsley, C. H. "Ask and ye shall receive? How gender and status moderate negotiation success." Revise and Resubmit at *Negotiation and Conflict Management Research: Special Issue on Status*.

Tinsley, C. H., Howell, T. M. & Amanatullah, E. T. "Having her cake and eating it too: Understanding women's paradoxical desire for wage equity at work and inequity at home." In preparation for submission to *Journal of Personality and Social Psychology*.

## WORKING PAPERS / PROJECTS

Amanatullah, E. T. & Flynn, F. J. "Reconciling contradictory gender stereotypes in organizations: The role of self-monitoring."

Amanatullah, E. T., Levine, R. C., & Morris, M. W. "Untangling the web of emotional deceit: A new methodology for the study of strategic emotional expression in negotiations."

Amanatullah, E. T. & Morris, M. W. "Need to concede: Self-interested 'altruism' of individuals high in unmitigated communion."

Amanatullah, E. T. & Tinsley, C. H. "Backlash in time of need: Resource scarcity as a moderator of social backlash against counter-stereotypic women."

Morris, M. W., Amanatullah, E. T., & Ames, D. R. "Perceptions of equity: Unmitigated communion and fairness concerns in distributive negotiation outcomes."

Tinsley, C. H. & Amanatullah, E. T. "Gender inequities across career progression: Comparing perceived obstacles to success at entry-level, mid-career, and upper-management."

Tinsley, C. H. & Amanatullah, E. T. "Good mother, bad worker vs. Great father, great worker: Balancing work/life conflict, dads win, female executives lose."

Tinsley, C. H., Howell, T. M. & Amanatullah, E. T. "Gender role stability as a predictor of intrapersonal conflict."

Wehrung, J. P., Whitson, J. A., & Amanatullah, E. T. "Whose fault is it anyway? Attributions of blame follow attempts to resolve problems at work."

Whitson, J. A. & Amanatullah, E. T. "(Un)realistic optimism? How not internalizing performance can lead to riskier strategic decisions."

## INVITED PRESENTATIONS

2012, November, "Negotiating gender: Pitfalls and prospects for women at the bargaining table" Women in Business Leadership Conference, McCombs School of Business, University of Texas at Austin.

2012, April, "Negotiating gender: How women can be more effective at the bargaining table" Equal Pay Day, LBJ School of Public Policy, University of Texas at Austin.

2012, April, "Negotiating gender: How women can be more effective at the bargaining table" Texas Women Lawyers, Houston, TX.

2012, March, "Dare to ask: Negotiating when it matters" Texas Enterprise Speaker Series, McCombs School of Business, University of Texas at Austin.

2012, March, "Negotiating gender: Pitfalls and prospects for women in the workplace" Chemical Engineering Women's Graduate Group, Cockrell School of Engineering, University of Texas at Austin.

2012, February, "Negotiating gender: How women can be more effective at the bargaining table" WomenTalk Speaker Series, BBA Women's Council, McCombs School of Business, University of Texas at Austin.

2011, November, "Punishing female negotiators for asserting too much…or not enough" Wharton OB Conference, University of Pennsylvania: Philadelphia, PA. (co-author: Catherine H. Tinsley)

2009, October, "Negotiating for me, you, and us: Advocacy as a moderator of backlash against female negotiators" Gender in Negotiation and Decision-making Research Seminar, Harvard University: Boston, MA. (co-author: Catherine H. Tinsley)

2008, November, "Negotiating gender roles: Advocacy context moderates women's anticipated backlash and assertive bargaining" Center for Women's and Gender Studies, The University of Texas at Austin. (co-author: Michael W. Morris)

2008, October, "Unpacking other-advocacy: When and why assertive women do not always experience backlash" Morris Lab Group, Columbia University: New York, NY. (co-author: Catherine H. Tinsley)

2007, November, "Backlash against gender deviant negotiation behavior." Management Division Seminar Series, Robert Emmett McDonough School of Business, Georgetown University: Washington, DC. (co-author: Catherine H. Tinsley)

2005, March, "Giving away too much: Extreme relational orientation and self-sacrifice at the bargaining table." Organizational Behavior Group, Columbia University: New York, NY. (co-author: Michael W. Morris)

2004, March, "Negotiating (too) relationally: Consequences of extreme relational orientations in negotiation." Organizational Behavior Group, Columbia University: New York, NY. (co-author: Michael W. Morris)

2003, March, "Psyched up or psyched out? The effect of coactor status on individual performance." Organizational Behavior Group, Columbia University: New York, NY. (co-author: Francis J. Flynn)

## REFEREED CONFERENCE PRESENTATIONS

2011, August, "Punishing Female Negotiators for Asserting Too Much or Not Enough" Paper as part of symposium entitled, "Navigating Gendered Landscapes: How and When Should Women Negotiate", Academy of Management Conference: San Antonio, TX. (co-author: Catherine H. Tinsley)

2011, August, "Desired Gender (In)Equities: Gender Role Beliefs and Spousal Wage Expectations" Roundtable Paper Session, Academy of Management Conference: San Antonio, TX. (co-author: Catherine H. Tinsley and Taeya M. Howell)

2011, July, "Times are changing, but can we? Intrapersonal conflict and beliefs about gender role stability" Paper session, International Association of Conflict Management Conference: Istanbul, Turkey. (co-authors: Catherine H. Tinsley and Taeya M. Howell)

2010, September, "Risky business for whom? Risk tolerance of managerial decision-makers is moderated by gender and advocacy" Paper session, Strategic Management Society Conference: Rome, Italy. (co-authors: Christine Shropshire, Erika Hayes James, and Peggy M. Lee)

2010, August, "Whose fault is it anyway? Attributions of blame follow attempts to resolve problems at work" Paper session, Academy of Management Conference: Montreal, Canada. (co-authors: Jeffrey P. Wehrung and Jennifer A. Whitson)

2010, April, "Advocacy as a moderator of backlash against female negotiators" Symposium on *Situational Moderators of Gender-based Backlash*, Society for Industrial and Organizational Psychology Conference: Atlanta, GA.

2009, August, "Negotiating for me, you, and us: Advocacy as a moderator of backlash against female negotiators" Paper session, Academy of Management Conference: Chicago, IL. (co-author: Catherine H. Tinsley)

2009, August, "(Un)realistic optimism? How not internalizing performance can lead to riskier strategic decisions" Paper session, Academy of Management Conference: Chicago, IL. (co-author: Jennifer A. Whitson)

2009, June, "Untangling the web of emotional deceit: A new methodology for the study of strategic emotional expression in negotiations" Paper session, International Association of Conflict Management Conference: Kyoto, Japan. (co-authors: Rebecca C. Levine and Michael W. Morris)

2008, August, "Negotiating gender stereotypes: Other-advocacy reduces social constraints on women in negotiations" Paper session, Academy of Management Conference: Anaheim, CA. *Selected as GDO best paper based on a dissertation and published in AOM best paper proceedings.*

2008, August, "Backlash: Who does it, when and why?" Paper session, Academy of Management Conference: Anaheim, CA. (co-author: Catherine H. Tinsley)

2006, August, "Negotiating assertively: Exploring the benefits of representing another to women in salary negotiations." Interactive paper session, Academy of Management Conference: Atlanta, GA.

2006, August, "Self-monitoring, status, and the perception and emergence of exchange relations." Paper session, Academy of Management Conference: Atlanta, GA. (co-authors: Francis J. Flynn, Ray E. Reagans, Daniel R. Ames)

2005, August, "Giving away too much: Extreme relational orientation and self-sacrifice at the bargaining table." Interactive paper session, Academy of Management Conference: Honolulu, HI. (co-author: Michael W. Morris)

2004, August, "Reconciling contradictory gender stereotypes in organizations: The role of self-monitoring." Paper session, Academy of Management Conference: New Orleans, LA. (co-author: Francis J. Flynn)

2004, August, "Psyched up or psyched out? The effect of coactor status on individual performance." Paper session, Academy of Management Conference: New Orleans, LA. (co-author: Francis J. Flynn)

## TEACHING

Women in Management

University of Texas at Austin, Undergraduate Business Program, 2009-2010

Instructor Rating: 4.71 / 5.00

Course Rating: 4.41 / 5.00

Comments from students:

"Really enjoyed the lectures and class discussions; made me think about the role of gender in the business world from a new perspective."

"Great course; should be a mandatory business course."

"One of my favorite courses at UT. I could really tell how much she enjoyed teaching us, which made the class even better."
"Dr. Amanatullah is hands down the best professor I have had at this university."

The Art and Science of Negotiation
University of Texas at Austin, Undergraduate Business Program, 2008-2009
Instructor Rating: 4.54 / 5.00
Course Rating: 4.48 / 5.00
Comments from students:
"One of the most useful classes I have taken. Excellent teaching too."
"Great organization and teacher has a lot of passion!"

The Art and Science of Negotiation
University of Texas at Austin, Masters of Business Administration Program, 2010
Instructor Rating: 4.41 / 5.00
Course Rating: 4.35 / 5.00
Comments from students:
"I really enjoyed the hands on learning style used in this class. The information I learned will be very useful for both my career and personal life."
"One of the best and most useful courses I have taken! Prof. Amanatullah did an excellent job presenting and reinforcing the material."

Negotiation (Guest Lecturer)
University of Texas at Austin, Law School, Spring 2009

Managerial Negotiations (Guest Lecturer)
Columbia University, Executive MBA Program, Fall 2005

## SCHOOL AND UNIVERSITY SERVICE

Faculty Advisor The University of Texas at Austin, McCombs School of Business, Undergraduate Research Assistantship Program
Student: Jane Mathew, Spring 2008-Fall 2008
Student: Corey Bischoff, Spring 2009
Student: Monica Ridgway, Fall 2009
Student: Hansini Sharma, Spring 2010-Fall 2010
Student: Julia Olivier, Spring 2011
Student: Ayesha Akbar, Fall 2011
Student: Alex Baird, Spring 2012

The University of Texas at Austin, Cockrell School of Engineering, Engineering Management Master's Thesis
"Motherhood in the Field of Technology"
Student: Adrianne Stropes, Fall 2009

*2008-2009 Gender in the Workplace Research Initiative*: McDonough School of Business – Georgetown University. Washington, DC
"Negotiation Assertiveness and the Potential for Gendered Backlash"
*Project selected as winner of 2009 *Gender in the Workplace Research Competition*
Student Researcher: Wendy Matos-Lurquin
Executive Sponsors: Deborah Kissire (Ernst & Young)

Jane-Scott Cantus (Leadership Capital Group)

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| Dissertation Supervision | Mia Leggett, 2010-2011<br>"Female Community College Presidents and Life Balance"<br>The University of Texas at Austin, College of Education, Specialization: Educational Administration |
| Lab Manager | McCombs Management Department Subject Pool, 2008-present |
| Committees | Management Department Executive Committee, 2010-2011<br>Bonham Funds Committee, 2010-present<br>Promotion Review Subcommittee Member, 2009 |
| Faculty Fellow | Center for Women's and Gender Studies, Faculty Development Program, The University of Texas at Austin, 2008-2009 |
| Judge | *2008 Gender in the Workplace Research Competition*: McDonough School of Business – Georgetown University. Washington, DC |
| Marshall | McCombs School of Business Commencement Ceremony, Spring 2009 |
| Name Reader | McCombs School of Business Commencement Ceremony, Spring 2008 |

## PROFESSIONAL AFFILIATIONS AND SERVICE

| | |
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| Committee | Academy of Management, Organizational Behavior Division, Selection Committee for OB Division Best Paper Award |
| Member | Academy of Management<br>Conflict Management Division<br>Gender and Diversity in Organizations Division<br>American Psychological Association<br>Society for the Psychology of Women Division<br>Association for Psychological Science<br>International Association for Conflict Management<br>Society for Personality and Social Psychology |
| Reviewer | Conferences:<br>Academy of Management Conferences<br>Conflict Management Division<br>Gender and Diversity in Organizations Division<br>Organizational Behavior Division<br>International Association for Conflict Management Conferences<br><br>Journals:<br>*Administrative Science Quarterly*<br>*Academy of Management Journal*<br>*European Journal of Personality*<br>*Group Processes and Intergroup Relations*<br>*International Journal of Conflict Management*<br>*Journal of Experimental Social Psychology*<br>*Journal of Research in Personality* |

*Negotiation and Conflict Management Research*
*Organization Science*
*Personality and Social Psychology Bulletin*
*Sex Roles: A Journal of Research*

## AWARDS AND HONORS

Nominee, Trammell/CBA Foundation Teaching Award for Assistant Professors, 2011 & 2012.

Inaugural Member, Society for Teaching Excellence, 2011.

MBA Faculty Honor Roll, Spring 2010.

Academy of Management, Organizational Behavior Division, Outstanding Reviewer, 2009.

Social Science Research Network, Top Ten Download List, 2009, 2010.

Finalist, Society for Experimental Social Psychology Dissertation Award, 2008.

Nominee, William H. Newman Award: Academy of Management, 2008.

Sage Dissertation Award: Academy of Management – Gender and Diversity in Organizations Division, 2008.

James McKeen Cattell Outstanding Dissertation Award: New York Academy of Sciences – Psychology Section, 2007.

Awarded Dissertation with Distinction: Columbia University, 2007

Asenath Marie & Duncan Merriwether Fellow, Columbia University – Graduate School of Business, 2004-2005.

Donald C. Hambrick Distinguished Doctoral Student Award, Columbia University – Graduate School of Business, 2003-2004.