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Assistant Professor of Business

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Education:

The University of Memphis
Memphis, TN 38152
1998-August 2002

Ph.D. in Business Management

Major: Organizational Behavior and Human Resources
Minor: Psychology (psychometrics)
August 2002

Dissertation:

"Levels of Prejudice and Motivation as an Explanation
for Race Discrimination in Selection Interviews."
Dissertation chair: David Allen, Ph.D.

The University of Memphis
Memphis, Tennessee 38152
1996-1998

Master of Science in General Psychology

Emphasis in organizational and social psychology
December 1998

Rhodes College
2000 N. Parkway
Memphis, Tennessee 38104
1988-1992

Bachelor of Arts

Major: Psychology
Minor: Sociology/Anthropology
May 1992

Professional Experience:

Centenary College of Louisiana. Assistant Professor of Business. August 2002-present.

Arkansas State University. Visiting Assistant Professor of Management. Aug 2001-May 2002.

Rhodes College. Adjunct Professor. N August 2000-May 2001.

Harrah's Casino Corporate Office. Employee Metrics Team. June 1998-August 1999. Duties included designing new performance appraisal forms, statistically evaluating employee and leadership surveys, administering employee surveys, etc.

The University of Memphis. Instructor. August 1999-May 2001.

Gymnazium Budejovicka, Prague, The Czech Republic. High School Teacher.
August 1994-June 1996. Duties included teaching grammatical and conversational English for Czech high school students.

Publications and Presentations:

Refereed Journal Articles:

Allen, D.G., Weeks, K.P., & Moffitt, K. (2005). Turnover intentions and voluntary turnover: The moderating roles of self-monitoring, locus of control, proactive personality and risk aversion. Journal of Applied Psychology, 90 (5), 980-990.

Lupfer, M.B, Weeks, K.P., Doan, K.A., & Houston, D.A. (2000). Folk conceptions of fairness and unfairness. European Journal of Social Psychology, 30, 405-428.

Refereed Proceeding Publications /Presentations:

Weeks, K.P., Willis, K., & Weeks, M.(2005, March). Where do I fit in? Exploring Adjustment Issues Experienced by Children of Expatriate Employees in Shanghai, China. Proceedings for Southwestern Academy of Management Annual Conference, Dallas, TX.

Weeks, K.P., Allen, D.G., & Weeks, M. (Nov. 2003). Feeling busy, feeling guilty, or feeling biased? The influence of cognitive load, compunction, and prejudice on selection interview decisions. Proceedings at the Southern Management Association annual conference in Clearwater Beach, FL.

Weeks, K.P., Allen, D.G. & Weeks, M. (2003, March). The influence of prejudice on selection interview evaluations. Proceedings from the annual meeting of the Southwest Academy of Management, Houston, TX.

Weeks, K.P. (2001, March). The moderating effect of procedural and interactional justice on the relationship between diversity initiatives and organizational outcomes. Proceedings from the annual meeting of the Southwest Academy of Management, New Orleans, La., 88-92

Weeks, K.P.,& Allen, D.G. (2000, Nov.).Unfair discrimination: Examining the level of racial prejudice as an explanation for race discrimination in selection interviews. Proceedings of the Southern Management Association annual meeting, Orlando, Florida.

Weeks, K.P., VanScotter, J., & Taylor, R.R. (2000, March). Continuous service: Is it possible? The effects of shiftwork and fatigue on performance and morale in the service industry. Proceedings of the Southwest Academy of Management annual meeting, San Antonio, Texas.

Refereed Conference Presentations:

Weeks, K.P., Argue, E., & Weeks, M. (2006, April). Student adjustment abroad: What factors influence it, and how much does it affect expatriate tenure? Paper to be presented at the annual conference of the Southwester Social Sciences, San Antonio, Texas.

Weeks, K.P., Weeks, M. & Frost, L. (2006, April). The role of race and social class in compensation decisions. Paper to be presented at the annual conference of the Southwester Social Sciences, San Antonio, Texas.

Weeks, M., Frost, L., & Weeks, K.P. (2006, April). Judging class: Racial differences in objective and subjective estimates of social class. Paper to be presented at the annual conference of the Southwester Social Sciences, San Antonio, Texas.

Allen, D.G., Weeks, K.P., & Moffitt, K. (2003, August). Turnover intentions and turnover: The moderating role of personality. Paper presented at the Academy of Management annual national conference, Seattle, Washington.

Moustafa, K.S., Weeks, K.P., & Bhagat, R. (2001, April) Myths and realities of the model minority thesis, revisited: Career and related dilemmas in the Asian-American community. Paper included in symposium entitled, Cross cultural perspectives on workforce diversity: Emerging

trends and practical realities. Paper presented at the International Academy for Intercultural Research bi-annual conference, Oxford, Miss.

Stewart, T. L., Weeks, M., Lupfer, M. B., & Weeks, K.P. (2000, February). Spontaneous stereotyping: A matter of prejudice? Paper presented at the Society for Personality and Social Psychology first annual meeting, Nashville, TN.

Weeks, K.P. (April, 1999). Do attributions change with the government? The Effects of the Fall of Communism on Situational and Dispositional Attributions in the Czech Republic as compared to the United States. Paper presented at the International Academy of Intercultural Research, Kent State University, Kent, Ohio.

Weeks, K.P., Lloyd, S.A., Henning, K., & Schaeffgen, B. (May, 1998). Factors influencing risk perception and overconfidence in pre-driving adolescents. Poster presented at Midwestern Psychological Association, Chicago, Il.

Lupfer, M.B., Dupuis, S., Weeks, M., Weeks, K.P., & Rimmer, K. (May, 1998). The diagnosticity of negative vs. positive character information. Paper presented at Midwestern Psychological Association, Chicago, Il.

Grants

Research Assistant for the Office of Navy Research Grant No. N00014-00-1-0769 for \$149,000. Impact of communications media characteristics on information acquisition and favorability of attitudes toward the Navy. My duties included survey design, experimental design, running subjects, entering and analyzing data, and writing the final technical report.

Awards:

- Centenary College Research Professor in Social Sciences (June 2005-May 2006): Research with a student on Chinese expatriates and their children—issues of adjustment that may affect expatriate success—empirical study to follow up after the qualitative one
- Centenary College Research Professor in Social Sciences (June 2004-May 2005): Research with a student on Chinese expatriates and their children—issues of adjustment that may affect expatriate success.
- Graduate School Meritorious Award (2001): \$2000 award presented annually to one graduate student at The University of Memphis based on academic achievement and letters of recommendation

Teaching Experience:

International Management, Social Responsibility, Human Resource Management, Principles of Management, Organizational Behavior, Contemporary Business Issues, Industrial/Organizational Psychology

Professional Memberships and Service

- Academy of Management (Reviewer 2005-2006 conferences)
- Southern Management Association (Reviewer 2000-2005 conferences)
- Southwest Academy of Management (Discussant 2003, 2005; reviewer 1999-2006)
- American Psychological Association
- Society of Industrial and Organizational Psychology