

LAURA R. WEIMER

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EDUCATION

- 2019-current **Harvard Business School** (Boston, MA)
Ph.D. in Business Administration (Management)
- 2011-2013 **Duke University** (Durham, NC)
M.A. in Sociology
- 2007-2008 **Webster University** (St. Louis, MO)
M.A. in Organizational Security & Business Management
- 1999-2003 **United States Military Academy** (West Point, NY)
B.S. in Chemistry and Life Sciences

RESEARCH INTERESTS

Identity
Leadership
Leader Development
Prototypes
Gender

PUBLICATIONS

- 2015 Smith, Irving, Sharon Edens, and **Laura Weimer**. "Military Sociology." In *The Wiley Blackwell Encyclopedia of Sociology*, 2nd edition, edited by George Ritzer. Malden, Oxford: John Wiley and Sons, Ltd.

WORKING PAPERS

- Weimer, L.**, Zhang, T. What Happens When You're in Charge: The Effects of Leadership Role Occupation on Assessments of Self and Others.
- Weimer, L.**, Ramarajan, L. A Power Struggle in Granting Leader Identity: The Persisting Leader Prototype Versus the Potential of Identity Alignment (Invited for Chapter in "Oxford Handbook of Leadership, Followership, and Identity").

SELECTED PRESENTATIONS

REFEREED CONFERENCE PRESENTATIONS

- 2013 Weimer, L. "The Lens of Nationalism: Do Islamic Nations Look the Same?" *Final Program of the S. Sociological Society Annual Meeting*. Atlanta, GA. April 24-27, 2013. 61.

INVITED TALKS, DISCUSSANTS, AND PANELS

- 2021 Guest Speaker, PRIMO Summer Scholars, Harvard Business School. Boston, MA
2020 Guest Speaker, DOD Reads Podcast, Virtual Recording

- 2020 Guest Speaker, Hillsong East Coast Women in Business: Thriving in Quarantine. Virtual
- 2020 Guest Speaker, University of Pennsylvania Naval ROTC Leadership Session. Virtual
- 2016 Panelist, Athena's Arena: 40 Years of Women at West Point. "Making it Work: Families, Careers, and Choices." Facilitated by. Dr. Morten Ender. West Point, NY
- 2015 Group Discussant, Office of the Provost Marshall General, "Military Police Solarium" Sponsored by Brigadier General Mark Inch, Provost Marshall General. Washington, DC
- 2014 Panelist, Armament University, "Leadership Seminar." Picatinny Arsenal, NJ
- 2014 Guest Speaker, United States Military Academy, Course: "MX400: Officership." Instructor: MAJ Sam Linn. West Point, NY
- 2013 Guest Lecturer, Duke University, Department of Sociology, Course: "Contemporary Social Problems;" Lesson: War and Terrorism. Instructor: Dr. Maria Febbo. Durham, NC
- 2012 Guest Lecturer, Duke University, Department of Sociology, Course: "Contemporary Social Problems;" Lesson: "War and Terrorism." Instructor: Dr. Lydia Manning. Durham, NC
- 2009 Guest Speaker, United States Military Academy, Course: "Combat Leadership." Instructor: LTC Peter Kilner. Delivered historical and personal combat perspectives. West Point, NY

TEACHING EXPERIENCE

- 2020 Teaching Fellow, Harvard Business School
- Managing Human Capital (1 semester, 1 section with Professor Ethan Bernstein)
- 2013-2016 Instructor, United States Military Academy at West Point (*Assistant Professor 2016)
- PL300: Military Leadership (6 semesters, 19 Sections)
 - PL371: Introductory Sociology (Course Director, 4 semesters, 4 sections)
- 2012-2013 Assistant Professor of Military Science, Duke University
- MILITSCI 201: Innovative Team Leadership (1 semester, 1 section)
- Teaching Assistant, Duke University
- SOCIOL110D: Sociological Inquiry (1 semester, 1 section)

PROFESSIONAL AFFILIATIONS

Academy of Management (Gender and Diversity in Organizations, Organizational Behavior, and Organization and Management Theory Divisions)

Alpha Kappa Delta: International Sociological Honor Society

American Sociological Association

Military Police Regimental Association

PROFESSIONAL SERVICE

Reviewing for Conferences

Academy of Management Annual Meeting

AWARDS AND HONORS

- 2016 Teaching Excellence Award, Department of Behavioral Sciences and Leadership
- 2014 Alpha Kappa Delta (Sociology Honor Society)
- 2011 Major General Aubrey "Red" Newman Award for Outstanding Leadership (FORSCOM)
- 2008 Distinguished Honor Graduate, Military Police Captain's Career Course
- 2003 Dean's List, United States Military Academy (8 semesters)
- 1999 Dean's List, New Mexico State University (2 semesters)

LEADERSHIP AND VOLUNTEER ACTIVITIES

- 2019 – present Operations and Technical Director, Hillsong Church, Boston
- 2016 – 2019 Hostess, Women’s Small Group Leader, Rock Hills Church, Manhattan, Kansas
- 2015 – 2016 Service Lead for Security, Hillsong Church, New York City
- 2015 – 2016 West Point Volunteer Coordinator, New York City Homeless Outreach Population (HOPE) Count (2015 and 2016 events)
- 2015 – 2016 Senior Mentor Coordinator, 2016 McDonald Conference for Leaders of Character (MCLC)
- 2014 – 2015 Lead Planner & Director, 2015 McDonald Conference for Leaders of Character (MCLC)
- 2013 – 2016 Officer Advisor, West Point Glee Club
- 2011 – 2013 Alumni Advisor, Pi Beta Phi Sorority, Duke University
- 2008 – 2009 Lead Planner & Director, 2009 National Law Enforcement Explorer’s Academy, US Army
- 2008 – 2010 Adult Advisor, Youth Worship Band, Faith Baptist Church, Waynesville, Missouri
- 2002 – 2003 Cadet President, West Point Glee Club
- 2002 – 2003 Deputy Brigade Commander (2nd in command), United States Corps of Cadets, West Point

OTHER PROFESSIONAL EXPERIENCE

- 2018 – 2019 Deputy Operations Officer, 1st Infantry Division, Fort Riley, Kansas
- Aided in planning, resourcing, and executing training and deployments for 15,000 Soldiers across all combat and support specialties across the world. Synchronized the schedule and tasks of a staff of 150. Ran the tactical operations center during Warfighting simulated exercises for the Deputy Commanding General of Maneuver.
- 2017 – 2018 Executive Officer, 97th Military Police Battalion, Fort Riley, Kansas
- Developed and maintained systems of human resource management, administrative record-keeping, equipment maintenance and accountability, and an annual budget of \$1.8 M for an organization with over 850 Military Police Soldiers; served as second in command.
- 2016 – 2017 Operations Officer, 97th Military Police Battalion, Fort Riley, Kansas
- Planned, resourced, and executed the unit’s training and deployment operations; facilitated Law Enforcement training for Fort Riley, Kansas, a military installation with 55,000 Soldiers, Civilians, and Family Members.
- 2013 – 2016 Instructor, Department of Behavioral Sciences and Leadership, United States Military Academy, West Point, New York (*2016 Assistant Professor)
- Taught six semesters of undergraduate Leadership (Organizational Behavior) and four semesters of Introductory Sociology (341 total students); mentored cadets in leader development; designed and managed the global McDonald Conference for Leaders of Character 2014 and 2015.
- 2010 – 2011 Company Commander, 463d Military Police Company, Fort Leonard Wood, Missouri
- Directly trained, resourced, disciplined, and cared for a unit with 171 Soldiers; provided career management and development of junior leaders; performed security for the centennial Boy Scout Jamboree at Ft. AP Hill, Virginia; prepared the unit for deployment to Afghanistan.
- 2009 – 2010 Assistant Operations Officer and Training Officer, 92d Military Police Battalion, Fort Leonard Wood, Missouri
- Coordinated training resources and official travel accommodations for 600 Soldiers; developed visual and written products for problem solving and decision-making.

- 2008 – 2009 Operations Officer, 701st Military Police Battalion, Fort Leonard Wood, Missouri
- Planned and resourced Military Police Basic and Advanced Training, and functional courses with a throughput of 5000 students. Organized the 10-day biannual National Law Enforcement Explorer’s Academy, parallel to the FBI, Secret Service, US Marshalls, and Border Patrol.
- 2007 – 2008 Chief of Operations, 95th Military Police Battalion, Mannheim, Germany and Forward Operating Base Rustamiyah, Baghdad, Iraq
- Analyzed, planned, and synchronized operations for 5 Military Police companies (900 Soldiers) throughout Baghdad, Iraq; incorporated intelligence reports into written orders directing Military Police missions training and evaluating Iraqi Police and contributing to the security of the area.
- 2005 – 2006 Logistics Officer, 95th Military Police Battalion, Mannheim, Germany
- Coordinated for the equipping, funding, transportation, resupply, and maintenance and accountability of equipment for 6 Military Police companies (1000 Soldiers) at military installations across Germany; aided units in procuring and deploying equipment.
- 2004 – 2005 Platoon Leader, 230th Military Police Company, Kaiserslautern, Germany / Camp Victory, Baghdad, Iraq
- Directly trained, resourced, and cared for a 42-Soldier Military Police unit deployed to Western Baghdad, Iraq; planned and executed operations ensuring the safety of highways for resupply convoys and polling stations for the first Democratic elections.
- 2003 – 2004 Executive Officer, Headquarters and Headquarters Detachment, 95th Military Police Battalion, Camp Victory, Baghdad, Iraq
- Organized systems of logistics, maintenance, supply, record-keeping and Family communication for 60 personnel in support of a headquarters unit deployed to Western Baghdad, Iraq.