Isaac H. Smith

Brigham Young University • Marriott School of Business
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ACADEMIC POSITIONS

Brigham Young University

Associate Professor of Organizational Behavior & Human Resources, BYU Marriott	2022–present
Assistant Professor of Organizational Behavior & Human Resources, BYU Marriott	2019–2022

Cornell University

Assistant Professor of Management & Organizations, Johnson Graduate School of Mgmt.	2014–2019

EDUCATION

University of Utah

PhD, Business Administration (Organizational Behavior)	2014

    Dissertation: The Disruption Model of Inspiration
    Committee: Art Brief (Chair), Tina Diekmann, Kristin Smith-Crowe, Joshua Margolis, Adam Grant

Brigham Young University

MBA, Organizational Behavior & Human Resources emphasis	2007
BA, Economics & English (Double Major), Political Science (Minor)	2004

    Cum Laude and University Honors

RESEARCH INTERESTS

Behavioral Ethics, Moral Character, Inspiration, Meaningful Work, Poverty

JOURNAL ARTICLES

Romney, A. C., Smith, I. H., Netchaeva, E., & Brief, A. P. (in press). Meaningfulness is a Luxury? How daily meaningful work activities and financial resources influence daily meaning and purpose in life. ***International Journal of Human Resource Management.***

Rees, M., Smith. I. H., & Soderberg, A. T. (in press). Psychological reactance to leader moral hypocrisy. ***Business Ethics Quarterly***.

Zitek, E., Giurge, L., & Smith. I. H. (2023). Recognizing and correcting positive bias: The salient victim effect. ***Journal of Experimental Social Psychology***, 109, 104522.

Smith, I. H., Soderberg, A. T., Netchaeva, E., & Okhuysen, G. A. (2023). An examination of mind perception and moral reasoning in ethical decision making: A mixed-methods approach. ***Journal of Business Ethics***, 183, 671–690.

Welsh, D., Kim, J. K., Baer, M., Thiel, C., & Smith, I. H. (2022). Desirable or deceitful? How social exchange dynamics shape responses to pro-coworker unethical behavior. **Personnel Psychology**, 75(3), 619–644.

Smith, I. H., & Kouchaki, M. (2021). Ethical learning: The workplace as a moral laboratory for character development. **Social Issues and Policy Review**, 15, 277–322.

Romney, A. C., Smith, I. H., & Okhuysen, G. (2019). In the trenches: Making your work meetings a success. **Business Horizons**, 62(4), 459–471.

Smith, I. H., & Kouchaki, M. (2018). Moral humility: In life and at work. **Research in Organizational Behavior**, 38, 77–94.

Kouchaki, M., Smith, I. H., & Savani, K. (2018). Does deciding among morally relevant options feel like making a choice? How morality constrains people's sense of choice. **Journal of Personality and Social Psychology**, 115(5), 788–804.

Ingram, K. K., Ay, A., Kwon, S. B., Woods, K., Escobar, S., Gordon, M., Smith, I. H., Bearden, N., Filipowicz, A., & Jain, K. (2016). Molecular insights into chronotype and time-of-day effects on decision-making. **Scientific Reports**, 6(29392), 1-9.

Kouchaki, M., Smith, I. H., & Netchaeva, E. (2015). Not all fairness is created equal: Perceptions of group vs. individual decision makers. **Organization Science**, 26(5), 1301–1315.

Smith, I. H., Aquino, K., Koleva, S., & Graham, J. (2014). The moral ties that bind…even to outgroups: The interactive effect of moral identity and the binding moral foundations. **Psychological Science**, 25(8), 1554–1564.

Kouchaki, M., & Smith, I. H. (2014). The morning morality effect: The influence of time of day on unethical behavior. **Psychological Science**, 25(1), 95–102.
  » *Invited Commentary*: Smith, I. H., & Kouchaki, M. (2014). Does the morning morality effect hold true only for morning people? **Psychological Science**, 25(12), 2275–2276.
  » *Altmetric Top 100* - was the 80th most publicly discussed research article of the year (in newspaper articles, blogs, tweets, etc.) from any scientific discipline in 2013 link

Seawright, K., Smith, I. H., Mitchell, R., & McClendon, R. (2013). Exploring entrepreneurial cognition in franchisees: A knowledge structure approach. **Entrepreneurship: Theory and Practice**, 37(2), 201–227.

Smith, I. H., & Woodworth, W. (2012). Developing social entrepreneurs and social innovators: A social identity and self-efficacy approach. **Academy of Management Learning & Education**, 11(3), 390–407.

Bingham, J., Dyer, W. G., Smith, I. H., & Adams, G. (2011). A stakeholder identity orientation approach to corporate social performance in family firms. **Journal of Business Ethics**, 99(4), 565–585.

MANAGERIAL/PRACTITIONER PUBLICATIONS

Smith, I. H., & Kouchaki, M. (Nov. 2, 2023). Narrow the gap between company and employee purpose [digital article]. **Harvard Business Review**. https://hbr.org/2023/11/narrow-the-gap-between-company-and-employee-purpose?

Morris, S. S., Gardner, N., & Smith, I. H. (Nov. 13, 2023). 4 strategies to cultivate an authentic corporate purpose [digital article]. **Harvard Business Review**. https://hbr.org/2023/11/4-strategies-to-cultivate-an-authentic-corporate-purpose

Smith, I. H., & Kouchaki, M. (2021). Building an ethical company: Create an organization that helps employees behave more honorably. **Harvard Business Review**, November-December Issue, 132–139.

Smith, I. H., Kouchaki, M., & Wareham, J. P. (2021). The price leaders pay for making unethical requests: Asking employees to cut corners at work can hurt their motivation and their performance. **MIT Sloan Management Review**, 62(4), 11–13.

Kouchaki, M., & Smith, I. H. (2020). Building an ethical career: A three-stage approach to navigating moral challenges at work. **Harvard Business Review**, January-February Issue, 135–139.
   » Selected for reprint in **HBR's 10 Must Reads for Business Students** (2023)
   » Selected for reprint in **HBR's 10 Must Reads on Managing Yourself, Vol. 2** (2021)

Smith, I. H., & Kouchaki, M. (March 17, 2020). Craft a career that reflects your character [digital article]. **Harvard Business Review**, https://hbr.org/2020/03/craft-a-career-that-reflects-your-character

Smith, I. H., Broderick, M. A., & Winsor, R. G. (2007). Accessing Commercial Capital Markets. **Journal of Microfinance/ESR Review**, 9, 26–33.

BOOK CHAPTERS & BOOK REVIEWS

Smith, I. H., & Seawright, K. (2015). Social Innovation through development franchising: Compensating for a lack of entrepreneurial expertise and connecting to formal supply chains. In V. Bitzer, R. Hamann, M. Hall, & E. W. Griffin-EL (eds.), **The Business of Social and Environmental Innovation: New Frontiers in Africa** (pp. 49–62), Springer International Publishing.

Smith, I. H. & Brief, A. P. (2012). Managerial ethics: Managing the psychology of morality, ed. Marshall Schminke [Book Review]. **Business Ethics Quarterly**, 22, 456–463.

PAPERS IN REVIEW PROCESS

Smith, I. H., DeTienne, K. B., Ingerson, M. C., & Cherrington, D. Moral character development. (2nd R&R at **Academy of Management Review**)

Kassirer, S., Kouchaki, M., Smith, I. H. The antecedents of moralization. (under review at **Management Science**)

Welsh, D., Cannon, M., Ho, C. C., & Smith, I. H. Review article on relational ethics. (R&R at **Journal of Applied Psychology**)

WORK IN PROGRESS

Moral decision making: A review. (with Kouchaki, M.)

Prosocial motivation in a mission-driven organization. (with Slade-Shantz, A., & Kistruck, G.)

Moral motivation, moral disengagement, and cheating at work. (with Kouchaki, M.)

Fairness perceptions following an apology. (with Walker, S. S., Hunsaker, D., & Diekmann, K.)

Changes in moral beliefs, moral humility, and outgroup animosity (with Johnson, W., & Graham, J.)

The mental shift model of inspiration. (with Romney, A. C.)

The gradient model of moralization. (with Kassirer, S., & Kouchaki, M.)

Moral advice-seeking (with Moore, C. M.)

Imposterism and unethical behavior. (with Keogh, A., Bednar, J., & Rees., M.)

OP-EDS, BLOGS, & PODCASTS

Association of International Certified Professional Accountants (Oct. 18, 2022). Pursuing the good: Building an ethical career. **Purpose in Action: Accountants Building a Better World** (21 min. podcast interview).

Allred, J. (Dec. 29, 2021). Morality, ethics, and principles in the workplace and in life. **People over Principles** (42 min. podcast interview).

Smith, I. H., & Wade, K. (May 3, 2020). The covid-19 10-day positivity challenge. **Deseret News** (Op-ed).

Smith, I. H. (Jan. 12, 2015). Does unethical leadership decrease a follower's performance? **Psychology Today** (blog post).

CONFERENCE & MEETING PRESENTATIONS

Johnson, W., Graham, J., & Smith, I. H. (2024). How changes of moral opinion influence moral humility and partisan animosity. *Annual Meeting of the Academy of Management,* Chicago, IL.

Keogh, A., Rees, M. R., Bednar, J., Smith, I. H., & Gardner, R. (2024). In the shadow of self-doubt: Investigating impostor syndrome's impact on unethical behavior. *Annual Conference of the International Association of Conflict Management*, INSEAD, Singapore.

Moore. C. M., & Smith, I. H. (2024). Maybe that's a bad idea: Asking your boss for ethical advice. Annual *Meeting of the Western Academy of Management,* Long Beach, CA.

Smith, I. H., DeTienne, K. B., Ingerson, M. C., & Cherrington, D. (2023). The catalytic moral moments (CMM) model of character development. *Annual Meeting of the Academy of Management,* Boston, MA.

Kassirer, S., Kouchaki, M., & Smith, I. H. (2023). The antecedents to moralization: The head, the heart, and the hands. *Annual Conference of the International Association of Conflict Management*, Thessaloniki, Greece.

Smith, I. H., DeTienne, K. B., Ingerson, M. C., & Cherrington, D. (2023). The catalytic moral moments (CMM) model of character development. *Annual Conference of the International Association of Conflict Management*, Thessaloniki, Greece.

Smith, I. H., DeTienne, K. B., Ingerson, M. C., & Cherrington, D. (2022). The moral character development model: Managing ethical dissonance and harnessing ethical resonance. *Journal of Management Studies Conference*, Møller Institute, University of Cambridge, UK.

Slade-Shantz, A., Kistruck, G., & Smith, I. H. (2022). Identifiable victim or victor? How drawing employees' attention to prosocial impact can backfire. *Annual Meeting of the Academy of Management*, Seattle, WA.

Kassirer, S., Kouchaki, M., & Smith, I. H. (2022). The antecedents to moralization: The head, the heart, and the hands. *Annual Meeting of the Academy of Management*, Seattle, WA.

Zitek, E., Giurge, L., & Smith, I. H. (2022). Getting people to recognize when they are the beneficiaries of bias. *Annual Meeting of Midwestern Psychological Association*, Chicago, IL.

Earle, A., Small, D., Sadatsafavi, H., Smith, I. H., & Nishimura, N. (2021). Enhancing the teaching of research ethics through emotional priming with encounters with patients and reflection. *American Society for Engineering Education Annual Conference and Exposition*. (virtual conference, due to Covid-19)

Welsh, D., Kim, J. K., Baer, M., Thiel, C., & Smith, I. H. (2020). Desirable or deceitful? How social exchange dynamics shape responses to unethical helping behavior. Accepted for presentation at *Annual Meeting of the Academy of Management*, Vancouver, Canada. (virtual conference, due to Covid-19)

Slade-Shantz, A., Kistruck, G., & Smith, I. H. (2020). A field experiment on prosocial motivation in a mission-driven organization. *Experiments in Organizational Theory: Organization Science Special Issue Conference*, Tucson, AZ. (virtual conference, due to Covid-19)

Slade Shantz, A., Weber, L., Kistruck, G., & Smith, I. H (2018). Social comparisons with the beneficiaries of your help: A field experiment on prosocial motivation and meaningful work. *May Meaning Meeting*, co-sponsored by Rice University and Yale University, Houston, TX.

Smith, I. H., Rees, M., Soderberg, A., & Simons, T. (2018). Psychological reactance to ethical leadership: What leaders do can matter as much as what they say. *3rd Interdisciplinary Perspectives on Leadership Symposium*, Chania, Greece.

Smith, I. H., & Kouchaki, M. (2017). The meaning of morality at work: Moral meaning making over time and across domains. *May Meaning Meeting*, co-sponsored by Boston College and Yale University, Boston, MA.

Netchaeva, E., Smith, I. H., Romney, A. C., & Brief, A. P. (2016). Finding meaning in life, one haircut at a time: The interactive effect of work meaningfulness and economic need. *2nd Symposium on Meaningful Work*, Auckland University of Technology, New Zealand.

Smith, I. H., Rees, M., & Soderberg, A. (2016). The negative side effects of ethical leadership: The mitigating role of leader-member exchange on psychological reactance. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Zhang, T., & Smith, I. H.(2016). From achievements to contributions: How past experiences and future thinking influence prosocial behavior. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Walker, S. S., Smith, I. H., Diekmann, K., & Hunsaker, D. (2016). The offender bias: How face concerns lead offenders to undervalue apologies. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Smith. I. H., (2016). Integrating CSR and behavioral ethics: CSR and circles of moral regard. *Society for Industrial and Organizational Psychology–Corporate Social Responsibility Summit*, Anaheim, CA.

Smith, I. H., Soderberg, A. T., Netchaeva, E., & Okhuysen, G. A. (2015). The behavioral ethics of deontology and utilitarianism: Are they as separable as they seem? *Annual Meeting of the Academy of Management*, Vancouver, Canada.

Smith, I. H., Kouchaki, M., & Cable, D. (2015). Timing is everything: How the time of day affects judgments and decisions. *Annual Meeting of the Academy of Management*, Vancouver, Canada.

Smith, I. H., Rees, M., & Soderberg, A. (2015) Examining the negative side effects of ethical leadership: The mitigating role of leader-member exchange on psychological reactance. *4th International Workshop on Organisational Justice and Behavioural Ethics*, University of Edinburgh, Scotland.

Smith, I. H., Kouchaki, M., & Wareham, J. (2013). Be careful what you wish for: The performance consequences of receiving unethical requests. *Annual Meeting of the Academy of Management*, Orlando, FL.

Netchaeva, E., Smith, I. H., Romney, A. C., & Brief, A. P. (2013). Finding meaning in life: The interactive effect of viewing work as a calling and economic need. *Annual Meeting of the Academy of Management*, Orlando, FL.

Romney, A. C., Smith, I. H., & Okhuysen, G. (2013). In the trenches: A participant perspective of work meetings. *INGRoup Conference*, Atlanta, GA.

Smith, I. H., O'Reilly, J., Aquino, K., & Freeman, D. (2013). Righting the wrong: The role of moral identity in white third-parties' deontic reactions to racial discrimination. *Annual Meeting of the Society for Personality and Social Psychology*, New Orleans, LA.

Kouchaki, M., Smith, I. H., & Netchaeva, E. (2012). Fairness perceptions of group versus individual decision makers. *Annual Meeting of the Academy of Management*, Boston, MA.

Smith, I. H., & Freeman, D. (2012). Righting the wrong: The role of moral identity in third parties' deontic reactions to injustice. *Annual Meeting of the Academy of Management*, Boston, MA.

Smith, I. H., & Woodworth, W. (2012). Engaging the informal economy to educate social entrepreneurs and social innovators. *Annual Meeting of the Academy of Management*, Boston, MA.

Smith, I. H., & Seawright, K. (2011). Development franchising as social innovation: Compensating for a lack of entrepreneurial expertise and connecting to formal supply chains. *Business as Social and Environmental Innovation Conference*, University of Cape Town, South Africa.

Seawright, K., Adolphson, D., Smith, I. H. (2011). Operations management changing the culture of poverty. *Decision Sciences Institute Annual Meeting*, Boston, MA.

Smith, I. H. (2010). Relational reserves as a source of organizational resilience: A prosocial perspective. *Annual Meeting of the Academy of Management*, Montreal, Canada.

Bingham, J., Dyer, W. G., Adams, G., & Smith, I. H. (2009). A stakeholder approach to corporate social performance in family firms. *Annual Family Enterprise Research Conference*, Manitoba, Canada.

Smith, I. H., Seawright, K., Mitchell, R., McClendon, R. (2008). Exploring entrepreneurial cognition in franchisees: a knowledge structure approach. *Annual United States Association for Small Business and Entrepreneurship Conference*, San Antonio, TX.

Seawright, K., Smith, I. H., Haynes, C. (2007). Franchising: the transfer of expertise. *Annual Economic Self-Reliance Conference*, Brigham Young University, Provo, UT.

Smith, I. H., Seawright, K., Mitchell, R. (2007). Entrepreneurial cognition and franchisee expertise. *Annual Babson College Entrepreneurship Research Conference*, Madrid, Spain.

OTHER INVITED TALKS & PRESENTATIONS

» Association of Certified Fraud Examiners, Salt Lake City, UT
» Brigham Young University, Marriott School of Business, Provo, UT
» Brigham Young University, J. Rueben Clark Law School, Provo, UT
» Cornell University, Department of Economics, Ithaca, NY
» Cornell University, Johnson Graduate School of Management, Ithaca, NY
» Cornell University, School of Industrial and Labor Relations, Ithaca, NY
» Marquette University, College of Business Administration, Milwaukee, WI
» Miami University, Farmer School of Business, Oxford, OH
» Temple University, Fox School of Business, Philadelphia, PA
» University College London, Mgmt. Science & Innovation Dept., London, UK
» University of British Columbia, Centre for Applied Ethics, Vancouver, Canada
» University of Kansas, School of Business, Lawrence, KS
» University of Notre Dame (cancelled due to COVID-19 pandemic)
» University of Washington Bothell, School of Business, Bothell, WA

ACADEMIC HONORS, AWARDS, & RECOGNITIONS

» Early Career Scholarship Award, Brigham Young University (2023)
» Student Support Award ($3,000), BYU Sorensen Center for Moral & Ethical Leadership (2022)
» President's Innovation Fund Grant ($85,000), Brigham Young University (2022)
» Research in Practice Award, Management Department, BYU Marriott School of Business (2021)
» Teaching Honor Roll, Johnson School, Cornell University (2014–2018)
» 40 Under 40 Most Outstanding MBA Professors, Poets&Quants (2016)

» Clifford H. Whitcomb Faculty Fellowship, awarded by Dean of SC Johnson School and President of Cornell University to support teaching and research (2015–2016)
» Best-Paper Proceedings (top 10%), Annual Meeting of the Academy of Management, Organizational Behavior Division (2015)
» Research featured in the "Top 10 Insights from the Science of a Meaningful Life in 2013" by the Greater Good Science Center, University of California, Berkeley
» Research Honorarium, Notre Dame Deloitte Center for Ethical Leadership (2013)
» Doctoral Student Teaching Excellence Award, University of Utah (2013)
» Research Presentation Travel Bursary Award, Business as Social and Environmental Innovation Conference, University of Cape Town, South Africa (2011)
» Best Paper Nomination, United States Association for Small Business & Entrepreneurship Conference (2008)
» Graduated Top 10%, MBA Program, Brigham Young University (2007)
» Graduate Studies Research Presentation Award, Brigham Young University (2007)
» Elaine B. Garrett MBA Scholarship, Brigham Young University (2006)

SELECTED MEDIA COVERAGE

My research has been covered by major media outlets, including *The Atlantic, BBC World Service Radio, Boston Globe, Businessweek, Chicago Tribune, CNN.com, Discover Magazine, Forbes, The Guardian, Harvard Business Review, Huffington Post, MSN.com, NBCNews.com, The New Yorker, The New York Times, NPR, PBS.org, Psychology Today, Scientific American, The Telegraph, Time, The Wall Street Journal, The Washington Post*, and *Yahoo Finance*. (links available upon request)

TEACHING EXPERIENCE

Brigham Young University (Marriott School of Business)
» HRM 575R: Pre-PhD Seminar in Organizational Behavior (for students interested in getting a PhD)
» HRM 300: Organizational Behavior (for non-business majors)
» HRM 391: Organizational Effectiveness (undergrad business major requirement)

Cornell University (SC Johnson Graduate School of Management)
» NCC 5040: Leading Teams (MBA core)
» NBA 6700: Leadership, Ethics, & Organizations (MBA elective)
» NCC 5070: Principled Leadership (Co-instructor, MBA core)

University of Utah (David Eccles School of Business)
» MGT 3680: Human Behavior in Organizations (undergrad business major requirement)

UNIVERSITY SERVICE

Brigham Young University
» Faculty Research Fellow, BYU Sorensen Center for Moral & Ethical Leadership (2023–present)
» Ballard Faculty Fellow, BYU Marriott's Ballard Center for Social Impact (2022–present)
» Social Venture Academy Pitching Event Judge, Ballard Center for Social Impact (2020–present)
» New Faculty Mentor, Management Department (2021–present)
» Hiring Process & Pipeline Development Committee Chair, Management Department (2023-2024)

- » Mission-Alignment Hiring Document Committee Member, Management Department (2023)
- » OB/HR Group Faculty Search Committee Chair, Management Department (2022-2023)
- » Steering Committee, BYU Sorenson Center for Moral and Ethical Leadership Kick-Off Event (2022)
- » HRM Major Admissions Committee Member, Management Department (2022)
- » Performance Evaluation Criteria Committee Member, Management Department (2021–2022)
- » HRM Major Admissions Committee Member, Management Department (2021)
- » Partners in Business Ethics Symposium Facilitator, BYU Marriott School of Business (2021)
- » OB/HR Group Faculty Search Committee Member, Management Department (2020–2021)
- » Economics Alumni Mentoring Program, Mentor (2020)

Cornell University

- » Business Simulation Lab Faculty Committee Member (2015–2019)
- » Master's Thesis Committee Member, Sarah Lee, Design & Environmental Analysis (2018)
- » Dyson School Faculty Search Committee Member (2017–2018)
- » JCB M&O/ILR Speaker Series Co-organizer (2015–2017)
- » Johnson School M&O Faculty Search Committee Member (2015–2016)
- » Johnson School M&O Faculty Search Committee Member (2014–2015)
- » Johnson M&O Doctoral Student Brownbag Organizer (2014)

PROFESSIONAL SERVICE & ACTIVITIES

Editorial Board Member

- » Organizational Behavior and Human Decision Processes (2022–present)

Ad Hoc Reviewer

- » Basic and Applied Social Psychology
- » European Journal of Social Psychology
- » Frontiers in Psychology
- » Group Dynamics: Theory, Research, and Practice
- » Journal of Business Ethics
- » Journal of Management Studies
- » Journal of Personality and Social Psychology
- » Journal of Social Entrepreneurship
- » Organizational Behavior and Human Decision Processes
- » Personality and Social Psychology Bulletin
- » Personnel Psychology
- » Perspectives on Psychological Science
- » Psychology Research and Behavior Management
- » Social Psychological and Personality Science
- » Annual Meeting of the Academy of Management, OB & SIM Divisions

Member

- » Academy of Management (AOM)
- » Association for Psychological Science (APS)
- » Center for Positive Organization's (CPO) Community of Scholars
- » International Association of Conflict Management (IACM)

Other Professional Service
- » Ethics Dissertation Award Committee Member, Society of Business Ethics (2022–present)
- » Mentor, Global Business School Network's Collaborative PhD Initiative: mentored doctoral student from Lagos Business School, Nigeria (2014–2015)

OTHER EXPERIENCE

- » Senior Consultant, Hitachi Consulting, Seattle, WA (2007–2009)
- » Human Resources Summer Associate, Citigroup, New York City, NY (2006)
- » Market Research Team Lead, Empowering Nations, Khao Lak, Thailand (2006)
- » Volunteer Coordinator, Utah Food Bank, Salt Lake City, UT (2004–2005)
- » Instructor, LDS Employment Resource Services, Ulaanbaatar, Mongolia (2004)
- » Foreign Policy Research Intern, Atlantic Council of the United States, Washington, D.C. (2003)
- » Missionary, The Church of Jesus Christ of Latter-day Saints, Ulaanbaatar, Mongolia (1999–2001)
- » Father & Husband, The Smith Family (2008–Forever)