

ISAAC H. SMITH

Brigham Young University | Marriott School of Business | Department of Management
579 TNRB | Provo, UT 84602 | 801.422.8383 | isaac.smith@byu.edu

ACADEMIC POSITIONS

Brigham Young University | Marriott School of Business

<i>Associate Professor of Organizational Behavior & Human Resources</i>	2022 –
♦ Director, Business Management Program	2024 –
♦ William F. Edwards Fellowship	2024 –
♦ Faculty Fellow, Sorensen Center for Moral and Ethical Leadership	2023 – 2025
<i>Assistant Professor of Organizational Behavior & Human Resources</i>	2019 – 2022

Cornell University | S. C. Johnson Graduate School of Management

<i>Assistant Professor of Management & Organizations</i>	2014 – 2019
♦ Clifford H. Whitcomb Fellowship	2015 – 2016

EDUCATION

University of Utah | David Eccles School of Business

<i>PhD – Business Administration (Organizational Behavior)</i>	2014
♦ Dissertation: The Disruption Model of Inspiration	

♦ Committee: Art Brief, Tina Diekmann, Kristin Smith-Crowe, Joshua Margolis, Adam Grant

Brigham Young University

<i>MBA – Organizational Behavior & Human Resources emphasis</i>	2007
<i>BA – Economics & English (double major), Political Science (minor)</i>	2004
♦ Cum Laude and University Honors	

♦ Honors Thesis: A Missionary's Memoirs: Mongolia Revisited

RESEARCH INTERESTS

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

JOURNAL ARTICLES

Smith, I. H., & Rytting, B. (forthcoming). Where leadest thou me? Christ-centered leadership and our journey to "become love." *BYU Studies*, 65(2).

Smith, I. H., DeTienne, K. B., Ingerson, M., & Cherrington, D. (2026). Moral character development: The "moral moments" model. *Academy of Management Review*, 51, 160–186.

Kouchaki, M., & Smith, I. H. (2025). Moral decision-making in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 12, 45–72.

Romney, A. C., Smith, I. H., Netchaeva, E., & Brief, A. P. (2024). 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*, 35(13), 2283–2308.

- Rees, M., Smith, I. H., & Soderberg, A. T. (2024). Psychological reactance to leader moral hypocrisy. *Business Ethics Quarterly*, 34(4): 634–661.
- 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.
- 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. *Harvard Business Review* [digital article]. <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. *Harvard Business Review* [digital article]. <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.

- Reprinted in *HBR's 10 Must Reads on Managing Yourself, Updated and Expanded* (2025)
- Reprinted in *HBR's 10 Must Reads on Strengthening Your Soft Skills* (2024)
- Reprinted in *HBR's 10 Must Reads for Business Students* (2023)
- Reprinted 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. *Harvard Business Review* [digital article], <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

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

WORK IN PROGRESS

Good at work: The science behind using your job to find meaning, pursue goodness, and become your best self. [Book; HBR Press] (with Kouchaki, M.)

Relational ethics: A review (with Welsh, D., Cannon, M., & Ho, G. C. C.)

Moral humility and partisan animosity. (with Johnson, W., & Graham, J.)

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

Inspiration in organizations. (with Romney, A. C., & Rytting, B.)

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

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

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

OP-EDS, BLOGS, & PODCAST INTERVIEWS

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

Slade-Shantz, A., Kistruck, G., Weber, L., & Smith, I. H. (2025). Efficient governance in charitable organizations: Managing envy and compassion when social comparison occurs. *Strategic Management Society Special Conference*, Palermo, Italy.

Smith, I. H. (2025). The workplace as a moral laboratory: Are you a better person because of your experiences at work? *Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

Smith, I. H. (2024). Ethics, morality, and character. *For the Benefit of the World: BYU Faculty Research Conference*, Provo, UT.

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

- ♦ William F. Edwards Faculty Fellowship | *BYU Marriott School of Business* 2024 –
- ♦ Values in Action Award: Integrity | *BYU Marriott School of Business* 2025
- ♦ Early Career Scholarship Award | *Brigham Young University* 2023
- ♦ Student Support Award (\$3,000) | *BYU Sorenson 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 | *Cornell University* 2015 – 2016
- ♦ Best-Paper Proceedings (top 10%) | *AOM Annual Meeting, 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* 2014
- ♦ 80th most publicly discussed research article of the year (in newspaper articles, blogs, tweets, etc.) from any scientific discipline | *Altmetric Top 100* 2013
- ♦ Research Honorarium | *Notre Dame Deloitte Center for Ethical Leadership* 2013
- ♦ Doctoral Student Teaching Excellence Award | *Eccles School of Business, University of Utah* 2013
- ♦ Doctoral Student Teaching Excellence Award | *Management Department, 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 | *U.S. 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
- ♦ Heritage Scholarship (4 years, Full-Tuition) | *Brigham Young University* 1998

SELECTED MEDIA COVERAGE

My research has been covered by major media outlets, including the following: *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* | *Yahoo Finance*. (links available upon request)

TEACHING EXPERIENCE

Brigham Young University (Marriott School of Business)

- ♦ HRM 585R: Pre-PhD Seminar in Organizational Behavior (for students interested in pursuing 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 (MBA core)

University of Utah (David Eccles School of Business)

- ♦ MGT 3680: Human Behavior in Organizations (undergrad business major requirement)

UNIVERSITY SERVICE

Mentored Research & Other Pre-PhD Mentoring (BYU Students Admitted to PhD Programs)

- | | |
|---|------|
| ♦ C. Max Moore <i>University of Illinois</i> | 2025 |
| ♦ Hyun Sun <i>University of Texas</i> | 2025 |
| ♦ Ben Quist <i>University of Michigan</i> | 2024 |
| ♦ Josh Sweeten <i>Arizona State University</i> | 2024 |
| ♦ Joseph Bradley <i>University of North Carolina at Charlotte</i> | 2024 |
| ♦ Michael Cannon <i>Arizona State University</i> | 2023 |

Brigham Young University

- | | |
|---|-------------|
| ♦ Director <i>Business Management Undergraduate Program</i> | 2024 – |
| ♦ Curriculum Committee Member <i>BYU Marriott</i> | 2024 – |
| ♦ Faculty Advisor <i>Business Management Student Association</i> | 2024 – |
| ♦ OB/HR Pre-PhD Advisor <i>Management Department (OBHR Group)</i> | 2023 – |
| ♦ Faculty Fellow <i>Ballard Center for Social Impact</i> | 2022 – |
| ♦ Social Venture Pitching Event Judge <i>Ballard Center for Social Impact</i> | 2022 – |
| ♦ Faculty Research Fellow <i>Sorensen Center for Moral & Ethical Leadership</i> | 2023 – 2025 |
| ♦ Faculty Search Committee <i>Management Department (Strategy Group)</i> | 2024 – 2025 |
| ♦ Peer Teaching Evaluator (for promotions) <i>Management Department</i> | 2022 – 2023 |
| ♦ New Faculty Mentor <i>Management Department</i> | 2021 – 2024 |
| ♦ Hiring Process Development Committee Chair <i>Management Department</i> | 2023 – 2024 |
| ♦ Mission-Alignment Hiring Document Committee <i>Management Department</i> | 2023 |
| ♦ Faculty Search Committee Chair <i>Management Department (OB/HR Group)</i> | 2022 – 2023 |
| ♦ Kick-Off Event Steering Committee <i>Sorensen Center for Moral and Ethical Leadership</i> | 2022 |
| ♦ HRM Major Admissions Committee <i>Management Department</i> | 2022 |
| ♦ Annual Stewardship Interview Rubric Committee <i>Management Department</i> | 2021 – 2022 |
| ♦ HRM Major Admissions Committee <i>Management Department</i> | 2021 |
| ♦ Facilitator <i>Partners in Business Ethics Symposium, BYU Marriott</i> | 2021 |
| ♦ Faculty Search Committee <i>Management Department (OB/HR Group)</i> | 2020 – 2021 |

- ♦ Mentor | *Economics Alumni Mentoring Program, Economics Department* 2020

Cornell University

- ♦ Business Simulation Lab Faculty Committee | *Johnson School* 2015 – 2019
- ♦ Master's Thesis Committee Member, Sarah Lee | *Design & Environmental Analysis* 2018
- ♦ Faculty Search Committee | *Dyson School of Applied Economics and Management* 2017 – 2018
- ♦ M&O/ILR Speaker Series Co-organizer | *Johnson College of Business* 2015 – 2017
- ♦ Faculty Search Committee | *Johnson School (M&O Group)* 2015 – 2016
- ♦ Faculty Search Committee | *Johnson School (M&O Group)* 2014 – 2015
- ♦ Doctoral Student Brownbag Organizer | *Johnson School (M&O Group)* 2014

PROFESSIONAL SERVICE & ACTIVITIES

Editorial Board Member

- ♦ *Organizational Behavior and Human Decision Processes* 2022 – 2025

Ad Hoc Reviewer

- ♦ Annual Meeting of the Academy of Management, OB & SIM Divisions
- ♦ *Academy of Management Review*
- ♦ *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*
- ♦ *Organization Science*
- ♦ *Personality and Social Psychology Bulletin*
- ♦ *Personnel Psychology*
- ♦ *Perspectives on Psychological Science*
- ♦ *Psychology Research and Behavior Management*
- ♦ *Social Psychological and Personality Science*

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 Chair | *Society of Business Ethics* 2025
- ♦ Ethics Dissertation Award Committee Vice Chair | *Society of Business Ethics* 2024
- ♦ Ethics Dissertation Award Committee Member | *Society of Business Ethics* 2022 – 2023
- ♦ Mentor | *Global Business School Network's Collaborative PhD Initiative* (mentored doctoral student from Lagos Business School, Nigeria) 2014 – 2015

OTHER EXPERIENCE

- ♦ Husband & Father | *The Smith Family* 2008 – ∞
- ♦ 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