

Isaac H. Smith

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ACADEMIC APPOINTMENTS

- Brigham Young University** (Marriott School of Business)
Assistant Professor of Organizational Behavior & Human Resources 2019–present
- Cornell University** (Johnson Graduate School of Management)
Assistant Professor of Management and Organizations 2014–2019

EDUCATION

- University of Utah** (David Eccles School of Business)
PhD, Organizational Behavior 2014
- Brigham Young University**
MBA, Organizational Behavior/Human Resources emphasis 2007
BA, English & Economics (double major), Political Science (minor) 2004
» Cum Laude and University Honors

RESEARCH INTERESTS

Behavioral Ethics & Morality, Inspiration & Motivation, Poverty, Meaningful Work

JOURNAL ARTICLES

- Welsh, D., Kim, J. K., Baer, M., Thiel, C., & Smith, I. H. (in press). Desirable or deceitful? How social exchange dynamics shape responses to pro-coworker unethical behavior. *Personnel Psychology*.
- 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., & Kouchaki, M. (2014). Does the morning morality effect hold true only for morning people? *Psychological Science*, 25(12), 2275–2276.
- 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.
- » Altmetric Top 100 - was the 80th most publicly discussed research article of the year (in newspaper articles, blogs, tweets, etc.) from any 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. (2021). Building an ethical company: Create an organization that helps employees behave more honorably. *Harvard Business Review*, November-December Issue.
- 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 on Managing Yourself (Vol. 2)
 - » Translated into more than 10 languages, including Chinese, Korean, Russian, & Turkish
- Smith, I. H., & Kouchaki, M. (2020, March 17). 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., Soderberg, A. T., Netchaeva, E., Okhuysen, G. A. Mind perception and moral reasoning. (under 2nd review at *Journal of Business Ethics*)

Zitek, E., Giurge, L., & Smith, I. H. Recognizing positive bias. (under review at *Journal of Personality and Social Psychology*)

Rees, M., Smith, I. H., & Soderberg, A. T. Hypocritical ethical leadership and psychological reactance. (under review at *Journal of Applied Psychology*)

Smith, I. H., & Kouchaki, M. Moral motivation, moral disengagement, and cheating at work. (under review at *Journal of Business Ethics*)

WORK IN PROGRESS

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

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

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

Disrupted schemas and inspiration. (with Katzenbach, B.)

Diverging effects of meaningful work on ethical behavior. (with Cannon, M.)

The moral character development model. (with De Tienne, K. B., Cherrington, D., & Ingerson, M. C.)

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

Engagement, knowledge, and moralization. (with Kassirer, S., & Kouchaki, M.)

Meaningful work, meaning in life. (with Romney, A. C., Netchaeva, E., & Brief, A. P.)

Scarcity mindsets among entrepreneurs in Latin America. (with Sine, W., & Brewer, J.)

NEWSPAPER & POPULAR PRESS ARTICLES

- Smith, I. H., & Wade, K. (2020, May 3). [The covid-19 10-day positivity challenge](#). *Deseret News*.
- Smith, I. H. (2015, January 12). [Does unethical leadership decrease a follower's performance?](#) *Psychology Today*.

CONFERENCE & MEETING PRESENTATIONS

- 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.

ACADEMIC HONORS, AWARDS, & RECOGNITIONS

- » 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)

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

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	Avg. Ratings
» HRM 391: Organizational Effectiveness (undergrad major requirement)	
♦ Winter 2021: 3 sections of 61, 69, & 65 students	4.7 / 5
♦ Winter 2020: 3 sections of 22, 64, & 48 students	4.7 / 5
Cornell University, SC Johnson Graduate School of Management	
» Leading Teams (Two-Year MBA core)	
♦ Fall 2018: 2 sections of 70 & 69 students	4.9 / 5
♦ Fall 2017: 2 sections of 69 students each	4.8 / 5
♦ Fall 2016: 2 sections of 70 students each	4.7 / 5
♦ Fall 2015: 2 sections of 70 & 66 students	4.6 / 5
♦ Fall 2014: 2 sections of 72 & 71 students	4.1 / 5
» Leading Teams (One-Year MBA & Cornell Tech MBA core)	
♦ Summer 2019: 2 sections of 78 & 74 students	4.9 / 5
♦ Summer 2017: 2 sections of 67 students each	4.7 / 5
♦ Summer 2016: 2 sections of 63 & 62 students	4.3 / 5
♦ Summer 2015: 2 sections of 55 & 62 students	4.5 / 5
» Leadership, Ethics, & Organizations (MBA elective)	
♦ Fall 2018: 2 sections of 52 & 47 students	4.3 / 5
» Challenges in Leadership (Co-instructor, MBA core)	
♦ Fall 2017: 6 sections with avg. of 58 students each	4.1 / 5
♦ Fall 2016: 6 sections with avg. of 56 students each	4.0 / 5
University of Utah, David Eccles School of Business	
» Human Behavior in Organizations (undergrad major requirement)	
♦ Fall 2012: 1 section of 68 students	5.8 / 6

UNIVERSITY SERVICE

Brigham Young University

- » New Faculty Mentor, assigned to McKenzie Rees, Management Department (2021-present)
- » Facilitator, Partners in Business Ethics Symposium, BYU Marriott School of Business (2021)
- » HRM Major Admissions Committee Member, Management Department (2021-2022)
- » OB/HR Group Faculty Search Committee Member, Management Department (2020-2021)
- » Social Venture Academy Pitching Event Judge, Ballard Center for Social Impact (2020)
- » 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

Ad Hoc Reviewer

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

Member

- » Academy of Management (AOM)
- » Association for Psychological Science (APS)
- » Behavioral Science & Policy Association (BSPA)
- » Center for Positive Organization's (CPO) Community of Scholars
- » Global Business School Network (GBSN)
- » International Association of Conflict Management (IACM)

Other Professional Service

- » Mentor, Global Business School Network's Collaborative PhD Initiative: mentored doctoral student at 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)