

# Troy A. Smith

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## EDUCATION

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### Texas A&M University, Mays Business School

2016 Ph.D. Business Management

### University of Georgia, Department of Public Administration

2011 Master of Public Administration, Organization Theory emphasis

### Utah State University, Huntsman School of Business

2007 B.A. General Business (Magna Cum Laude)

### Utah State University, College of Humanities, Arts, & Social Sciences

2007 B.A. Liberal Arts & Sciences (Magna Cum Laude)

## RESEARCH INTERESTS

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Intersection of leadership and motivation across levels of analysis; job attitudes and employee engagement; and spillover effects of work and non-work factors

## REFEREED PUBLICATIONS

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- 2019 Chen, G., **Smith, T. A.**, Kirkman, B. L., Zhang, P., Lemoine, G. J., & Farh, J. Multiple team membership and empowerment spillover effects: Can empowerment processes cross team boundaries? *Journal of Applied Psychology*.
- 2016 Courtright, S. H., Gardner, R. G., **Smith, T. A.**, McCormick, B. W., & Colbert, A. E. My family made me do it: A cross-domain, self-regulatory perspective on antecedents to abusive supervision. *Academy of Management Journal*, 59(5): 1630-1652.
- Winner of the 2017 of the Kanter International Award for Research Excellence in Work and Family (i.e., best work-life research article published in 2016)
  - Research cited in Bloomberg Business, Business News Daily, Seattle Times
- 2015 Schleicher, D. J., **Smith, T. A.**, Casper, W. J., Watt, J. D., & Greguras, G. J. It's all in the attitude: The role of job attitude strength in job attitude – outcome relationships. *Journal of Applied Psychology*, 100(4): 1259-1274.
- 2015 Barrick, M. R., Thurgood, G. R., **Smith, T. A.**, & Courtright, S. H. Collective organizational engagement: Linking motivational antecedents, strategic implementation, and firm performance. *Academy of Management Journal*, 58(1): 111-135.
- 2014 Chiaburu, D. S., Harris, T. B., & **Smith, T. A.** Ideology and gender: Observers' system justification and targets' gender as interactive predictors of citizenship expectations. *Journal of Social Psychology*. 154(4): 283-298.

- 2014 Chiaburu, D. S., Sawyer, K., **Smith, T. A.**, Brown, N., & Harris, T. B. When civic virtue isn't seen as virtuous: The effect of gender stereotyping on civic virtue expectations for women. *Sex Roles*, 70(5-6): 183-194.
- 2014 Chiaburu, D. S., **Smith, T. A.**, Wang, J., & Zimmerman, R. D. Relative importance of leader influences for subordinates' proactive behaviors, prosocial behaviors, and task performance: A meta-analysis. *Journal of Personnel Psychology*, 13(2): 70-86.

### **BEST PAPER PROCEEDINGS**

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- 2012 **Smith, T. A.** and Kirkman, B. L. Understanding leadership: The followers' influence on leader effectiveness. *Best Paper Proceedings 72<sup>nd</sup> Academy of Management meeting*, Boston, Massachusetts.

### **UNDER REVIEW MANUSCRIPTS**

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Rosen, C., Dimotakis, N., Taylor, S., Cole, M., Simon, L., **Smith, T. A.**, & Reina, C. [Title redacted: Dynamic impact of stressors]. (2<sup>nd</sup> Revise and Resubmit at *Journal of Applied Psychology*).

+**Smith, T. A.**, +Duerden, M., Courtright, S. H., & Widmer, M. [Title redacted: Leisure-work blending; Conceptual review]. (1<sup>st</sup> Revise and Resubmit at *Journal of Applied Psychology*).

**Smith, T. A.**, Boulamatsi, A., Dimotakis, N., Tepper, B. J., & Lucianetti, L. [Title redacted: Abusing high performers]. (1<sup>st</sup> Revise and Resubmit at *Personnel Psychology*).

\*McClellan, S., \*Yim, J., & Courtright, S. H., **Smith, T. A.** [Title redacted: Abusing and ingratiating employees]. (Revise & Resubmit at *Personnel Psychology*).

+\*Hanna, A. A., +**Smith, T. A.**, Kirkman, B. L., & Griffin, R. [Title redacted: Emergent leadership review]. (Revise & Resubmit at *Journal of Management*).

### **WORKING MANUSCRIPTS (\* = PhD Student; + = Equal Contribution)**

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**Smith, T. A.**, Dennerlein, T., Reina, C., Zhang, P., Kirkman, B. L., & Courtright, S. H. A follower-centric perspective on empowering leadership: The role of employee voice. (Target: *Academy of Management Journal*). (Analyses Complete for Study 1 and Study 2, Finalizing Manuscript)

**Smith, T. A.**, Courtright, S. H., Kirkman, B. L., & Schleicher, D. J. The dark side of empowering leadership: A multilevel study of differential leadership on team and individual performance. (Target: *Academy of Management Journal*). (Finalizing Manuscript for Submission).

Williams, L. J., \*Hanna, A. A., **Smith, T. A.**, & Little, T. A comparison of latent variable approaches with multidimensional constructs. (Target: *Journal of Applied Psychology*). (Collecting data)

\*Hanna, A. A., **Smith, T. A.**, Courtright, S. H., & Zhang, P. Antecedents to empowering leadership: An implicit followership theory perspective. (Target: *Journal of Applied Psychology*). (Writing Manuscript)

**Smith, T. A., \*McClellan, S., \*Yim, J., & Courtright, S. H.** Paying the price to empower followers: A test of empowering leadership on leader well-being. (Target: *Academy of Management Journal*). (Analyzing Data)

**Smith, T.A., \*Yu, H., Reina, C., Zhang, P.** Speaking up and being avoided: The impact of employee voice on leader ostracism. (Target: *Journal of Applied Psychology*). (Collecting data)

### **OTHER RESEARCH IN PROGRESS**

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**Smith, T. A. & Schleicher, D. J.** Organizational commitment: Is it really an attitude? (Target: *Journal of Applied Psychology*). (Writing Manuscript and Collecting Study 2 Data).

**Smith, T. A., Schleicher, D. J., Morgan, T., Josefy, M., & Josefy, B.** Temporal development of job attitude strength. (Target: *Journal of Applied Psychology*). (Analyzing Data).

### **RESEARCH GRANTS**

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2019 Reina, C (PI) & **Smith, T. A.** (Co-PI). A follower-centric perspective on empowering leadership: The role of employee voice. Virginia Commonwealth School of Business Small Research Grant. February 2019 to June 2019 [\$2,000].

2015 Farh, J. L. (PI), Chen, G. (Co-PI), **Smith, T. A. (Co-I)**, & Kirkman, B. L (Co-I). Leadership and motivation spillover: A multi-team, multi-level investigation of proactivity. Hong Kong Research Grant Council. September 2015 to August 2017 [\$82,000].

### **REFEREED CONFERENCE PRESENTATIONS AND SYMPOSIA (\* = PhD Student)**

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2019 **Smith, T. A., \*Hanna, A. A., & Zhang, P.** Beneficial effects of empowering leadership on leaders. 79<sup>th</sup> *Academy of Management meeting, Boston, Massachusetts.*

2019 \*McClellan, S. T., \*Yim, J., & **Smith, T. A.** With an open hand and a clenched fist: Supervisors' two-faced response to past abusive behavior. 79<sup>th</sup> *Academy of Management meeting, Boston, Massachusetts.*

2019 Williams, L. J., \*Hanna, A. A. & **Smith, T. A.** Homogeneous vs. heterogeneous parcels with multidimensional constructs. 79<sup>th</sup> *Academy of Management meeting, Boston, Massachusetts.*

2018 **Smith, T. A., Courtright, S. H., Kirkman, B. L., & Schleicher, D. J.** The dark side of empowering leadership: A multilevel study of differential leadership on team and individual performance. 78<sup>th</sup> *Academy of Management meeting, Chicago, Illinois.*

2018 \*Hanna, A. A., Williams, L. J., & **Smith, T. A.** A comparison of latent variable approaches with multidimensional constructs. 78<sup>th</sup> *Academy of Management meeting, Chicago, Illinois.*

2018 \*Hanna, A. A., **Smith, T. A., Courtright, S. H., & Zhang, P.** Antecedents to empowering leadership: An implicit followership theory perspective. 78<sup>th</sup> *Academy of Management meeting, Chicago, Illinois.*

2017 **Smith, T. A., Zhang, P., Courtright, S. H., & Kirkman, B. L.** A follower-centric perspective on empowering leadership: The role of employee voice. 77<sup>th</sup> *Academy of Management meeting, Atlanta, Georgia.*

- 2016 **Smith, T. A.**, Chen, G., Kirkman, B. L., Zhang, P., & Farh, L.. Empowering leadership and motivation spillover: Multi-team participation and team-directed individual proactivity. *76<sup>th</sup> Academy of Management meeting, Anaheim, California.*
- 2016 Courtright, S. H., Duerden, M., **Smith, T. A.**, & Widner, M. Work hard, play hard: Developing firm internal social capital through recreation at work. *76<sup>th</sup> Academy of Management meeting, Anaheim, California.*
- 2015 Courtright, S. H., Duerdan, M., & **Smith, T. A.** Work hard, play hard: Developing collaborative capacity through recreation at work. *Positive Organizational Scholarship Research Conference. Orlando, Florida.*
- 2014 **Smith, T. A.** A behavioral approach to realizing acquisition synergies. *Southern Management Association. Savannah, Georgia.*
- 2014 **Smith, T. A.** Disentangling the life domain: How does serious leisure influence task performance at work? *74<sup>th</sup> Academy of Management meeting, Philadelphia, Pennsylvania.*
- 2014 Courtright, S. H., Duerden, M., & **Smith, T. A.** Work hard, play hard... at work: A theory on the growing phenomenon of leisure at work. *74<sup>th</sup> Academy of Management meeting, Philadelphia, Pennsylvania.*
- 2013 Thurgood, G. R., **Smith, T. A.**, & Barrick, M. R. Job design, high-performance work systems, CEO leadership and firm performance: A strategic theory of employee engagement. *73<sup>rd</sup> Academy of Management meeting, Orlando, Florida.*
- 2013 Schleicher, D., **Smith, T. A.**, Casper, W., Wall, J., Greguras, G., & Franklin, D. The strength of job attitudes: A multi-study test. *73<sup>rd</sup> Academy of Management meeting, Orlando, Florida.*
- 2013 Courtright, S. H., Gardner, R., McCormick, B. W., & **Smith, T. A.** Reversed displaced Aggression: The effects of negative family-to-work spillover on abusive supervision across gender. *28<sup>th</sup> Annual Conference of the Society for Industrial & Organizational Psychology (SIOP), April 11-13, Houston, TX.*
- 2013 **Smith, T. A.**, Wang, J., Chiaburu, D. S., & Zimmerman, R. Leader's influences and subordinate proactivity: Are some leader influences better? *28<sup>th</sup> Annual Conference of the Society for Industrial & Organizational Psychology (SIOP), April 11-13, Houston, TX.*
- 2013 Zheng, X., Owens, S.L., **Smith, T. A.**, & Harris, T.B. When going beyond is falling short: The curvilinear effect of core self-evaluations on work group acceptance. *Annual Meeting of the Southwest Academy of Management (SWAM), March, Albuquerque, NM.*  
**\*\* Recipient of the 2013 McGraw-Hill Distinguished Paper Award**
- 2012 **Smith, T. A.** & Kirkman, B. L. Understanding leadership: The followers' influence on leader effectiveness. *72<sup>nd</sup> Academy of Management meeting, Boston, Massachusetts.*

- 2009 **Smith, T. A.**, Trevino, N., & Motta, K. Innovative and Successful Financial Aid Options for Undocumented Students. *AACRAO—American Association of Collegiate Registrars and Admissions Officers, Chicago, Illinois.*

### **INVITED CONFERENCE/SYMPOSIUM/COLLOQUIUM PRESENTATIONS**

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- 2018 **Smith, T. A.**, Zhang, P., Courtright, S. H., Kirkman, B. L. A follower-centric perspective on empowering leadership: The role of employee voice. *China Europe International Business School Symposium.*
- 2013 Schleicher, D., **Smith, T. A.**, Franklin, D. The strength of job attitudes: A multi-study test. Presented at 2012-2013 Texas A&M I/O Psychology Colloquium, College Station, TX.
- 2012 Courtright, S. H., Gardner, R., McCormick, B. W., & **Smith, T. A.** Reversed displaced Aggression: The effects of negative family-to-work spillover on abusive supervision across gender. Paper was presented at the *1<sup>st</sup> Annual University of Houston Doctoral Symposium in Leadership*, Houston, TX.
- 2010 Rainey, H. G., **Smith, T. A.**, and Jung, C. S. Red Tape and Formalization of Personnel Rules. *The Red Tape Research Workshop.* La Follette School of Public Affairs, University of Wisconsin.
- 2009 **Smith, T. A.** Latino Access to College. *Utah NT4CM Conference*, Utah Valley University, Orem, Utah.
- 2008 Reyes, K. and **Smith, T. A.** That's Not in My Job Description: And Other Excuses to Remain in Our Silos. *Utah NASPA Conference*, Weber State University, Ogden, Utah

### **PROFESSIONAL SERVICE**

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#### **Academy of Management:**

- 2012 - 2017 & 2019 – AOM annual meeting reviewer
- 2015 – AOM HR Division Mentor
- 2016 - Present – Member, Making Connections Committee, OB Division
  - o Organize the following:
    - 2014 OB Doctoral Consortium, OB Division (Philadelphia, PA)
    - 2017 OB Division Roundtable PDW (Atlanta, GA)
    - 2018 OB Division Roundtable PDW (Chicago, IL)
    - 2019 OB Division Roundtable PDW (Boston, MA)

#### **Ad Hoc-Journal Reviewing:**

- Academy of Management Journal
- Journal of Management
- Harvard Business Review
- Human Resource Management
- Personality and Individual Differences
- Journal of Managerial Psychology
- Management Decisions

### **ACADEMIC & PROFESSIONAL ASSOCIATION MEMBERSHIPS**

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**Academy of Management**

**Society of Industrial/Organizational Psychology**

**Phi Kappa Phi Honors Society**, Founder & Executive Board, Utah Valley University

**Phi Kappa Phi Honors Society**, Utah State University

**Beta Gamma Sigma Honors Society**, Utah State University

**American Association of Collegiate Registrars and Admissions Officers**

## **TEACHING & OTHER UNIVERSITY EXPERIENCE**

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### **University of Nebraska-Lincoln, College of Business, Management Department**

*MNGT 360: Managing Behavior in Organizations – instructor of record*

2016 (Fall; 67 students)

Instructor Quality Rating: “Overall evaluation of instructor relative to others” 4.94/5.00

2017 (Spring; 87 students)

Instructor Quality Rating: “Overall evaluation of instructor relative to others” 4.84/5.00

2017 (Spring; 67 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.77/5.00

2017 (Fall; 50 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.85/5.00

2017 (Fall; 50 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.56/5.00

2017 (Fall; 50 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.76/5.00

2018 (Fall; 50 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.74/5.00

2018 (Fall; 48 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.72/5.00

2018 (Fall; 49 students)

Instructor Quality Rating: “Overall evaluation of the instruction in this course” 4.95/5.00

### **University of Nebraska-Lincoln – Customized Non-Degree Executive Education Class**

2017 – Competing demands of work and life: How to effectively achieve work-life balance for oneself, others, and Millennials

### **Texas A&M University, Mays Business School, Management Department**

2011-2016 – Research Assistant, Organizational Behavior/Human Resource Management

### **Texas A&M University, Mays Business School, Management Department**

*MGMT 373: Managing Human Resources (Writing Intensive Course) – instructor of record*

2013 (Fall; 18 students)

Instructor Quality Rating: “On the whole, this is a good instructor” 4.93/5.00

2013 (Fall; 18 students)

Instructor Quality Rating: “On the whole, this is a good instructor” 4.71/5.00

2014 (Fall; 18 students)

Instructor Quality Rating: “Overall, this was an effective instructor” 4.56/5.00

2014 (Fall; 18 students)

Instructor Quality Rating: “Overall, this was an effective instructor” 4.72/5.00

2015 (Fall; 21 students)

Instructor Quality Rating: “Overall, this was an effective instructor” 4.89/5.00  
2015 (Fall; 22 students)

Instructor Quality Rating: “Overall, this was an effective instructor” 4.95/5.00

### **University of Georgia**

2010 – 2011 – Research Assistant, School of Public and International Affairs, Organizational Theory

2010 – 2011 – Research Assistant, Institute of Higher Education, Public Policy & Higher Education

### **Utah Valley University, School of Education**

*COMM 1020: Introduction to Public Speaking – Instructor of record*

2007 (Spring; 25 students)

2007 (Summer; 25 students)

### **SCHOLARSHIPS, AWARDS, & RECOGNITIONS**

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#### **Professional**

2017 Outstanding Reviewer, OB Division; 77<sup>th</sup> Academy of Management meeting, Atlanta, Georgia

2014 Outstanding Reviewer, Annual Meeting of the Southern Management Association, Savannah, Georgia

#### **University of Nebraska-Lincoln**

2018 Teaching Recognition by UNL Parents’ Association

2017 Emerging Scholar Research Award, College of Business

2017 Distinguished Teaching Award, College of Business

2017 University-wide Distinguished Teaching Award

2017 Teaching Recognition by UNL Parents’ Association

2017 Alpha Xi Delta Professor Recognition Dinner

2017 Kappa Alpha Theta Recognition Professor Dinner

#### **Texas A&M University**

2015 Excellence Award for Research, Management Department

2015 Dean’s Outstanding Teaching Award by a Doctoral Student, Mays Business School

2014 Dean’s Outstanding Research Award by a Doctoral Student, Mays Business School

2014 Mays PhD Student Research Excellence Fellowship, Mays Business School

2011-2016 Regents’ Fellowship/Mays Scholarship, Texas A&M University

2011-2016 Mays PhD Enhancement Fellowship, Mays Business School

### **PROFESSIONAL WORK EXPERIENCE/CERTIFICATIONS**

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2010 *Intern and Special Assistant to University Controller*  
University Controller’s Division, University of Georgia, Athens, Georgia

2009 *Certificate of Leadership*  
Utah Valley University, Center for the Advancement of Leadership

2007-2009 *Multicultural and Latino Student Recruiter*  
Utah Valley University, Orem, Utah

2006-2009 *Voting Member of the Board of Directors*  
Utah Higher Education Assistance Authority, Salt Lake City, Utah

2005-2007 *Summer Field Coordinator, Building Counselor, and Counselor*  
Especially For Youth, Provo, Utah

## REFERENCES

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Dr. Deidra Schleicher  
Associate Professor  
Mays School of Business  
Texas A&M University  
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Dr. Murray Barrick  
Paul M. & Rosalie Robertson Chair in  
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College Station, TX 77843  
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Dr. Bradley Kirkman  
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