**Troy A. Smith**

Professor of Business Ethics

Associate Professor of Management

College of Business

University of Nebraska-Lincoln

troy.smith@unl.edu

**EDUCATION**

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

2016 Ph.D. Business Management (Emphasis: Organizational Behavior & Human Resources)

**University of Georgia, Department of Public Administration**

2011 Master of Public Administration (Emphasis: Organization Theory)

**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)

**ACADEMIC EMPLOYMENT**

**University of Nebraska-Lincoln, College of Business**

2023-Present Professor of Business Ethics (Associate Professor with Tenure)

2022-2023 Associate Professor with Tenure

2016-2022 Assistant Professor

**RESEARCH INTERESTS**

The goal of my research is to develop a greater understanding of effective and ineffective forms of leadership in the workplace, especially focusing on how they coexist with leader and employee motivation, exhaustion, and stress; prosocial and proactive behaviors; and the work-life interface.

**REFEREED PUBLICATIONS (\* PhD student when began; + Equal Contribution)**

2023 Dimotakis, N., Lambert, L. S., \*Fu, S. Boulamatsi, A., **Smith, T. A.**,Runnells, B.,

 Corner, A. J., Tepper, B. J., & Maurer, T. [Gaines and losses: Week-to-week changes in leader-follower relationships](https://journals.aom.org/doi/abs/10.5465/amj.2019.1100). *Academy of Management Journal*, 66(1), 248-275.

2022 **+Smith, T. A.**, +\*Boulamatsi, A., Dimotakis, N., Tepper, B. J., Runnalls, B., Reina, C. S., &

 Lucianetti, L. [“How dare you?!”: A self-verification perspective on how performance influences the effects of abusive supervision on job embeddedness and subsequent turnover](https://onlinelibrary.wiley.com/doi/abs/10.1111/peps.12494). *Personnel Psychology*, 75, 645-674.

2022 **Smith, T. A.**, Butts, M., Courtright, S. H., Duerden, M., & Widmer, M. [Work-leisure](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3862034)

 [blending: An integrative conceptual review and framework to guide future research](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3862034). *Journal*

*of Applied Psychology*, 107(4), 560-580.

2021 \*Hanna, A. A., **Smith, T. A.**, Kirkman, B. L., & Griffin, R. [The emergence of emergent](https://journals.sagepub.com/doi/full/10.1177/0149206320965683?casa_token=tfunCT6YbNIAAAAA%3AAOR78Psv_eGqNpIjcOzzHiIRLSL5w1_OjDe44OI7XI1DouPs8Fe_XrXMwIlc33YOEdJgdEPe_TyO7Q)

 [leadership: A comprehensive framework and directions for future research](https://journals.sagepub.com/doi/full/10.1177/0149206320965683?casa_token=tfunCT6YbNIAAAAA%3AAOR78Psv_eGqNpIjcOzzHiIRLSL5w1_OjDe44OI7XI1DouPs8Fe_XrXMwIlc33YOEdJgdEPe_TyO7Q). *Journal of Management*, 47(1), 76-104.

2020 \*McClean, S., Courtright, S. H., \*Yim, J, & **Smith, T. A.** [Making nice or faking nice?](https://onlinelibrary.wiley.com/doi/full/10.1111/peps.12424?casa_token=2mbqcQWSoMQAAAAA%3A5QTBOisrmVljkEjNJlD0tX3ME7IvZ7MXoCCybPS6CtABxj0g68YBaB2A-ZMMUVU0-62aCsK7aZktxh8)

 [Exploring supervisors’ two-faced response to their past abusive behavior](https://onlinelibrary.wiley.com/doi/full/10.1111/peps.12424?casa_token=2mbqcQWSoMQAAAAA%3A5QTBOisrmVljkEjNJlD0tX3ME7IvZ7MXoCCybPS6CtABxj0g68YBaB2A-ZMMUVU0-62aCsK7aZktxh8). *Personnel Psychology*, 74, 693-719.

* Research cited in Harvard Business Review, NebraskaToday, UW Navigation

2020 Rosen, C., Dimotakis, N., Taylor, S., Cole, M., Simon, L., **Smith, T. A.**, & Reina, C. [When](https://psycnet.apa.org/record/2020-05479-001)

 [challenges hinder: An investigation of when and how challenge stressors impact performance outcomes](https://psycnet.apa.org/record/2020-05479-001). *Journal of Applied Psychology*, 105(10), 1181-1206.

* Research cited in Harvard Business Review, The Business Journals, UCFToday, NebraskaToday, 1011Now

2019 Chen, G., **Smith, T. A.**, Kirkman, B. L., Zhang, P., Lemoine, G. J., & Farh, J. [Multiple team](https://psycnet.apa.org/record/2018-36078-001)

 [membership and empowerment spillover effects: Can empowerment processes cross team](https://psycnet.apa.org/record/2018-36078-001)

 [boundaries?](https://psycnet.apa.org/record/2018-36078-001) *Journal of Applied Psychology, 104*(3): 321-340.

* Research cited in Harvard Business Review & Global Advisors

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](https://journals.aom.org/doi/abs/10.5465/amj.2013.1009). *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 Harvard Business Review, Bloomberg Business, Yahoo!, Business News

Daily, Seattle Times, Salon, & Slate

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](https://psycnet.apa.org/doiLanding?doi=10.1037%2Fa0038664). *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](https://journals.aom.org/doi/abs/10.5465/amj.2013.0227). *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](https://www.tandfonline.com/doi/full/10.1080/00224545.2014.893975?casa_token=U8iAgFdIlN4AAAAA%3AJc9Geag0w1f0HBSkDk6zCef-m1hfy2FUOv5X4gl9bbTW_TPVS96dCDzm0p-POwt6gfiNZl8QZ7ZFaQ). *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](https://link.springer.com/content/pdf/10.1007/s11199-014-0346-z.pdf). *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](https://econtent.hogrefe.com/doi/abs/10.1027/1866-5888/a000105?journalCode=pps). *Journal of Personnel Psychology, 13(2): 70-86.*

**BOOK CHAPTERS**

2022 Griffin, R. W., Hanna, A. A., **Smith, T. A.**, & Kirkman, B. L. How bad leaders impact

 organizational effectiveness. *SIOP Leadership Handbook*.

**OTHER PUBLICATIONS**

2021 McClean, S., Courtright, S. H., **Smith, T. A.,** & & Yim, J. Stop making excuses for toxic bosses. *Harvard Business Review* on-line, January 19. <https://hbr.org/2021/01/stop-making-excuses-for-toxic-bosses>

2018 **Smith, T. A.**, Kirkman, B. L., Chen, G., & Lemoine, G. J. When employees work on multiple teams, good bosses can have ripple effects. *Harvard Business Review* on-line, September 25. <https://hbr.org/2018/09/research-when-employees-work-on-multiple-teams-good-bosses-can-have-ripple-effects>

**ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS**

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

**MANUSCRIPTS INVITED FOR REVISION AND RESUBMISSION (\* PhD student when began; + Equal Contribution)**

+\*Borgholthaus, C. J., +Hyde, S., **Smith, T. A.**, Tuggle, C. S. [TITLE REDACTED – Board Attorney and CEO Behaviors]. (Under 2nd review at *Strategic Management Journal*).

\*Reid, S., **Smith, T. A.**, \*Mecham, B., Courtright, S. H., & McClean, S. [TITLE REDACTED – Co-leadership in Teams]. (1st Revise and Resubmit at *Journal of Applied Psychology*)

**Smith, T. A.**, Dennerlein, T., C., Kirkman, B. L., Courtright, S. H., & Zhang, P. [TITLE REDACTED – Voice and Empowering Leadership]. (1st Revise and Resubmit at *Journal of Applied Psychology*).

Williams, L. J., \*Hanna, A. A., & **Smith, T. A.**, [TITLE REDACTED – Using parceling in management research]. (1st Revise and Resubmit at *Journal of Management*).

Badura, K. & **Smith, T. A.** Emergent leadership: The ins and outs of informally leading your peers. (Invited to write a book chapter for *Oxford Bibliographies in Management*)*.*

**WORKING MANUSCRIPTS (\* PhD student when began; + Equal Contribution)**

Bartels, A. & **Smith, T. A.**, Wu, Z., & Reina, C. Envying relationships: Examining RLMX and LMXD as antecedents to individual and group envy. (Finalizing to submit to *Personnel Psychology*).

\*Borgholthaus, C. J. & **Smith, T. A.** Performance feedback and corporate risk taking: The moderating effects of CEO personality. (Preparing for Submission at the *Academy of Management Journal*). (Finalizing Manuscript).

**Smith, T. A.**, Courtright, S. H., Kirkman, B. L., & Bartels, A. The dark side of empowering leadership: A multilevel study of differential empowering leadership on team performance. (Target: *Academy of Management Journal*). (Analyses Complete for Study 1 and Study 2, Finalizing Manuscript).

**Smith, T.A.**, & Bartels, A. What’s good for the goose is not always good for the gander: The role of (in)congruence between perceived competence and empowering leadership in leader and follower effectiveness. (Target: *Academy of Management Journal*). (Analyses Complete; Writing Manuscript).

**Smith, T. A.**, Reina, C., Bartels, A., Kirkman, B. L., & Courtright, S. H. Empowering leadership: A critical boundary condition of goal setting theory. (Target: *Academy of Management Journal*). (Analyses Complete; Writing Manuscript).

**Smith, T.A.**, Fogel, B., & Zhang, P. Speaking up and being avoided: The impact of employee voice on leader ostracism. (Target: *Journal of Applied Psychology*). (Study 1 and 2 Analyses Complete; Collecting Study 3 Data and Writing Manuscript).

Hendricks, J., Messersmith, J., & **Smith, T. A**. Fluctuating exercise: How daily exercise (in)consistency impacts employee motivation and performance. (Target: *Academy of Management Journals*). (Data Collection Complete; Cleaning and Analyzing Data).

Thiel, C., **Smith, T. A.**, Gardner, R. G., McClean, S., & Matthews, M. One bad apple is enough: Understanding how one unethical team member leads others to view the entire team as rotten. (Target: *Journal of Applied Psychology*). (Study 1 Analyses Complete; Collecting Study 2 Data).

Borgholthaus, C. J., Tuggle, C., & **Smith, T. A.** How CEO personality impacts dismissal decisions after negative investment analyst recommendations. (Target: *Strategic Management Journal*). (Data Collection Complete; Cleaning and Analyzing Data).

**Smith, T. A.** & Butts, M. M. Daily effects of leader vulnerability and loneliness on leader effectiveness. (Target: *Academy of Management Journal*). (Designing Study).

Chen, G., **Smith, T. A.**, & Kirkman, B. L. How does perceived agency impact prosocial behaviors across levels? (Target: *Journal of Applied Psychology*). (Designing Study).

**RESEARCH GRANTS**

2022 **Smith, T.A.** (PI) & Kirkman, B.L. How does exercise impact leadership behaviors? Research and Professional Review Committee, College of Business, University of Nebraska-Lincoln. January 2022 to January 2023 [$4,000].

2021 Hendricks, J. (PI), Messersmith, J. (Co-PI), and **Smith, T.A.** (Co-PI). Examining the effects of leisure on work and life: A biological perspective. Research and Professional Review Committee, College of Business, University of Nebraska-Lincoln. January 2021 to January 2022 [$5,000].

2020 Bartels, A (PI) & **Smith, T. A.** (Co-PI). Explore empowering leadership and leader identity. Research and Professional Review Committee, College of Business, University of Nebraska-Lincoln. January 2020 to January 2021 [$5,700].

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)**

2023 **Smith, T. A.** & Bartels, A. The effect of empowering leadership and team competence (In)Congruence on the leader. *81st Academy of Management meeting, Boston, Massachusetts.*

2023 Borgholthaus, C. J., **Smith, T. A.** & Hanna, A. A. Performance feedback and corporate risk-taking: The moderating effects of CEO personality. *81st Academy of Management meeting, Boston, Massachusetts.*

2023 Reid, S., **Smith, T. A.**, \*Mecham, B., Courtright, S. H., & McClean, S. Enhancing team cohesion and coordination through dual leader congruence on consideration and initiating structure. *81st* *Academy of Management meeting, Boston, Massachusetts.*

2022 Borgholthaus, C. J., Tuggle, C., & **Smith, T. A.** How CEO personality impacts dismissal decisions after negative investment analyst recommendations. *Strategic Management Society (SMS) Annual meeting, London, England.*

2022 Bartels, A. & **Smith, T. A.**, Wu, Z., & Reina, C. The role of guilt in promoting favorable and unfavorable reactions to leader-member exchange differentiation. *82nd Academy of Management meeting, Seattle, Washington.*

2022 \*Reid, S., **Smith, T. A.**, \*Mecham, B., Courtright, S. H., & McClean, S. Enhancing team cohesion and coordination through dual leader congruence on consideration and initiating structure. *Annual Conference of the Society for Industrial & Organizational Psychology (SIOP), Seattle, Washington.*

2020 Campbell, R. J., \*Borgholthaus, C., & **Smith, T. A.** Big, hairy, audacious, and specific: How CEO goal setting affects external stakeholder. *Strategic Management Society 40th Annual Conference, Virtual*.

2020 **Smith, T. A.** & Reina, C. The stresses of difficult and specific goals: An empowering leadership perspective. *80th Academy of Management meeting, Vancouver, Canada*.

2020 \*Fu, H., **Smith, T. A.**, & Zhang, P. Speaking up and being avoided: The role that voice and performance play in leader’s ego depletion. *80th Academy of Management meeting, Vancouver, Canada.*

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

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

2019 Williams, L. J., \*Hanna, A. A. & **Smith, T. A.** Homogeneous vs. heterogeneous parcels with multidimensional constructs. *79th 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. *78th 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. *78th 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. *78th 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.*77th 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. *76th 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.*76th 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? *74th 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. *74th 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. *73rd 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. *73rd 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. *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? *28th 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. *72nd 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 PAPER PRESENTATIONS**

2023 Texas Christian University, Fort Worth, TX

2022 Texas Tech University, Lubbock, TX

2018 China Europe International Business School, Shanghai, China

2015 Villanova University, Villanova, PA

2015 Oklahoma State University, Stillwater, OK

2015 Brigham Young University, Provo UT

2015 University of Arkansas, Fayetteville, AR

2015 University of Nebraska-Lincoln, Lincoln, NE

2013 Texas A&M University, College Station, TX

2012 University of Houston, Houston, TX

**INVITED PROFESSIONAL PRESENTATIONS**

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

**ACADEMIC & PROFESSIONAL ASSOCIATION MEMBERSHIPS**

**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**

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

*MNGT 983: PhD Seminar – Organizational Behavior*

2022 (Fall; 3 students) – College does not conduct evaluations of PhD seminars

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

*MNGT 412: Negotiation & Conflict Resolution*

 2020 (Fall; 50 students)

 “Instructor taught the course content in a clear manner” 4.83/5.00

2021 (Fall; 48 students)

 “Instructor taught the course content in a clear manner” 4.76/5.00

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

*MNGT 360: Managing Behavior in Organizations*

2016 (Fall; 67 students)

 “Overall evaluation of instructor relative to others” 4.94/5.00

2017 (Spring; 87 students)

 “Overall evaluation of instructor relative to others” 4.84/5.00

2017 (Spring; 67 students)

 “Overall evaluation of the instruction in this course” 4.77/5.00

 2017 (Fall; 50 students)

 “Overall evaluation of the instruction in this course” 4.85/5.00

 2017 (Fall; 50 students)

 “Overall evaluation of the instruction in this course” 4.56/5.00

 2017 (Fall; 50 students)

 “Overall evaluation of the instruction in this course” 4.76/5.00

2018 (Fall; 50 students)

 “Overall evaluation of the instruction in this course” 4.74/5.00

 2018 (Fall; 48 students)

 “Overall evaluation of the instruction in this course” 4.72/5.00

 2018 (Fall; 49 students)

 “Overall evaluation of the instruction in this course” 4.95/5.00

2019 (Fall; 48 students)

 “Overall evaluation of the instruction in this course” 4.77/5.00

2019 (Fall; 47 students)

 “Overall evaluation of the instruction in this course” 4.46/5.00

 2019 (Fall; 49 students)

 “Overall evaluation of the instruction in this course” 4.80/5.00

2020 (Fall; 59 students)[[1]](#footnote-1)

 “Instructor taught the course content in a clear manner” 4.79/5.00

2020 (Fall; 47 students)1

 “Instructor taught the course content in a clear manner” 4.81/5.00

2021 (Fall; 46 students)

 “Instructor taught the course content in a clear manner” 4.88/5.00

2021 (Fall; 48 students)

 “Instructor taught the course content in a clear manner” 4.95/5.00

2022 (Fall; 46 students)

 “Instructor taught the course content in a clear manner” 4.83/5.00

2022 (Fall; 19 students)

 “Instructor taught the course content in a clear manner” 4.94/5.00

**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**

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

2013 (Fall; 18 students)

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

2013 (Fall; 18 students)

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

2014 (Fall; 18 students)

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

2014 (Fall; 18 students)

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

2015 (Fall; 21 students)

Quality Rating: *“*Overall, this was an effective instructor*”* 4.89/5.00

2015 (Fall; 22 students)

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 (Bilingual: English & Spanish) – Instructor of record*

 2007 (Spring; 25 students)

 2007 (Summer; 25 students)

**PROFESSIONAL & INSTITUTIONAL SERVICE**

**Academy of Management:**

* 2012 - 2017 & 2019 – AOM annual meeting reviewer
* 2015 – AOM HR Division Mentor
* 2016 - Present – Member, Making Connections Committee, OB Division
	+ 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)
		- 2020 OB Division Off-site Experiential Events (Online)
		- 2021 OB Division Topical Discussions (Online)
* 2018 - Research Methods Division – Aided in the performance appraisal processes for PDWs

**Editorial Board**

* Journal of Management (2020-Present)
* Journal of Applied Psychology (2021-Present)

**Ad Hoc-Journal Reviewing:**

* Academy of Management Journal
* Personnel Psychology
* Organizational Behavior and Human Decision Processes
* Harvard Business Review
* Human Resource Management
* Personality and Individual Differences
* Journal of Managerial Psychology
* Management Decisions

**University of Nebraska-Lincoln**

* Take a Parent to Lunch New Student Orientation Facilitator (2017-2019)

**College of Business, University of Nebraska-Lincoln**

* College Engagement Committee (2016-present)
	+ Commissioner of College Fantasy Football League (2016-Present)
	+ College NCAA March Madness Tournament Commissioner (2016-Present)
* Seacrest Teaching Fellows Selection Committee (2018 & 2019)
* Teaching Instructor for Teacher Development Series (2018 & 2019)
* College General Council (Elected “At-large untenured representative”; 2018-2021 & 2021-present)

**Department of Management, University of Nebraska-Lincoln**

* Grade Appeal Committee (2016)
* UCARE Undergraduate Research Mentor (Peter Nahm, 2016-2017)
* Search Committee (2017, 2018, & co-chair 2019)
* Research Fund Development Committee (2018)
* Department Policies and Procedures Revision Committee (2019, chair)
* Performance Evaluation Rubric Committee (2019)
* PhD Program Committee (2019-Present)
* Dissertation Chair for Andrew Hanna (defended April 2021)
* Dissertation Committee for Cameron Borgholthaus Chair (defended May 2021)
* Dissertation Committee for Brandon Fogel (projected defense May 2026)
* Summer Independent Study Instructor (Carolyn Thayer, 2019; Whitney Pawlyshyn, 2021)

**SCHOLARSHIPS, AWARDS, & RECOGNITIONS**

**Professional**

2023 Outstanding Reviewer Award, *Journal of Management*

2022 Top 50 Undergraduate Business Professor Recognition, [*Poets & Quants*](https://poetsandquantsforundergrads.com/news/2022-best-undergraduate-professors-troy-a-smith-university-of-nebraska-lincoln/)

2017 Outstanding Reviewer, OB Division; 77th Academy of Management meeting, Atlanta, Georgia

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

**University of Nebraska-Lincoln**

2022 Distinguished Teaching Award, University of Nebraska-Lincoln

2022 Distinguished Teaching Award, College of Business (Best Tenure/Tenure-track Instructor in College of Business)

2020 Teaching Recognition by UNL Parents’ Association

2018 Teaching Recognition by UNL Parents’ Association

2017 Emerging Scholar Research Award, College of Business

2017 Distinguished Teaching Award, College of Business (Best Tenure/Tenure-track Instructor in College of Business)

2017 Distinguished Teaching Award, University of Nebraska-Lincoln

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, May 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**

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

1. Starting in 2020 the University of Nebraska-Lincoln changed their standardized teaching evaluation questions, which is why from then to the present the teaching evaluation item changed. [↑](#footnote-ref-1)