

# KRISTIN SMITH-CROWE

## CONTACT INFORMATION

Boston University  
Questrom School of Business  
Organizational Behavior Department  
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## EDUCATION

Ph.D. in Industrial-Organizational Psychology, 2004, Tulane University.  
M.S. in Industrial-Organizational Psychology, 2001, Tulane University.  
B.A. in Psychology, 1998, Hendrix College.

## ACADEMIC POSITIONS

2015-present	Associate Professor, Organizational Behavior Department, Questrom School of Business, Boston University.
2016-2018	Chair, Organizational Behavior Department, Questrom School of Business, Boston University.
2016-2018	Research Director, Human Resources Policy Institute, Questrom School of Business, Boston University.
2013-2014	Senior Fellow, Sabbatical, Management Department, The Wharton School, University of Pennsylvania.
2011-2015	Associate Professor, Tenured, Management Department, David Eccles School of Business, University of Utah.
2009-2011	Associate Professor, Untenured, Management Department, David Eccles School of Business, University of Utah.
2004-2009	Assistant Professor, Management Department, David Eccles School of Business, University of Utah.

## RESEARCH INTERESTS

I study behavioral ethics in organizations. I am especially interested in understanding why normally good people would do unethical things and in the influence of moral emotions on judgment and behavior. My interest in behavioral ethics in part grew out of my earlier research on worker safety. I am also interested in research methods, particularly the ways in which agreement across people can be conceptualized, quantified, and interpreted. These issues are broadly applicable to research methodologies such as multilevel research and coding.

## PUBLICATIONS

### Book

Palmer, D. A., Smith-Crowe, K., & Greenwood, R. (Eds.) (2016). *Organizational wrongdoing*. Cambridge: Cambridge University Press.

### Articles and Book Chapters

- Burke, M. J., Cohen, A., Doveh, E., & Smith-Crowe, K. (2018). Central tendency and matched differences approaches for assessing interrater agreement. *Journal of Applied Psychology, 103*, 1198-1229.
- Brief, A. P., & Smith-Crowe, K. (2016). Why organizations matter. In A. G. Miller (Ed.), *The social psychology of good and evil* (2<sup>nd</sup> ed., pp. 390-414). New York: Guilford Press.
- Palmer, D. A., Smith-Crowe, K., & Greenwood, R. (2016). The imbalances and limitations of theory and research on organizational wrongdoing. In D. A. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational wrongdoing*. Cambridge: Cambridge University Press.
- Smith-Crowe, K., & Zhang, T. (2016). On taking the theoretical substance of outcomes seriously: A meta-conversation. In D. A. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational wrongdoing*. Cambridge: Cambridge University Press.
- Smith-Crowe, K., Tenbrunsel, A. E., Chan-Serafin, S., Brief, A. P., Umphress, E. E., & Joseph, J. (2015). The ethics “fix”: When formal systems make a difference. *Journal of Business Ethics, 131*, 791-801.
- Creed, W. E. D., Hudson, B. A., Okhuysen, G. A., & Smith-Crowe, K. (2014). Swimming in a sea of shame: Incorporating emotion into explanations of institutional reproduction and change. *Academy of Management Review, 39*, 275-301.
- Smith-Crowe, K., Burke, M. J., Cohen, A., & Doveh, E. (2014). Statistical significance criteria for the  $r_{WG}$  and average deviation interrater agreement indices. *Journal of Applied Psychology, 99*, 239-261.
- Smith-Crowe, K., & Warren, D. E. (2014). The emotion-evoked collective corruption model: The role of emotion in the spread of corruption within organizations. *Organization Science, 25*, 1154-1171.
- Kouchaki, M., Smith-Crowe, K., Brief, A. P., & Sousa, C. (2013). Seeing green: Mere exposure to money triggers a business decision frame and unethical outcomes. *Organizational Behavior and Human Decision Processes, 121*, 53-61.
- Smith-Crowe, K., Burke, M. J., Kouchaki, M., & Signal, S. (2013). Assessing interrater agreement via the average deviation index given a variety of theoretical and methodological problems. *Organizational Research Methods 16*, 127-151.
- Burke, M. J., Salvador, R., Smith-Crowe, K., Smith, A., Chan-Serafin, S., & Sonesh, S. C. (2011). The dread factor: How hazards and safety training influence learning and performance. *Journal of Applied Psychology, 96*, 46-70.
- Bradley, J. C., Brief, A. P., & Smith-Crowe, K. (2008). The good corporation. In D. B. Smith (Ed.), *The people make the place: Exploring dynamic linkages between individuals and organizations* (pp. 175-223). Mahwah, NJ: Lawrence Erlbaum.
- Tenbrunsel, A. E., & Smith-Crowe, K. (2008). Ethical decision making: Where we've been and where we're going. *Academy of Management Annals, 2*, 545-607.

- Warren, D. E., & Smith-Crowe, K. (2008). Deciding what's right: The role of external sanctions and embarrassment in shaping moral judgments in the workplace. *Research in Organizational Behavior*, 28, 81-105.
- Smith-Crowe, K., Brief, A. P., & Umphress, E. E. (2007). On the outside looking in: Window shopping for insights into diversity-driven conflicts. In C. K. W. De Dreu & M. J. Gelfand (Eds.), *The psychology of conflict and conflict management in organizations* (pp. 415-424). New York: Lawrence Erlbaum.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Watkins, M. B. (2007). When birds of a feather flock together and when they do not: Status composition, social dominance orientation, and organizational attractiveness. *Journal of Applied Psychology*, 92, 396-409.
- Burke, M. J., Sarpy, S. A., Smith-Crowe, K., Chan-Serafin, S., Salvador, R., & Islam, G. (2006). The relative effectiveness of worker safety and health training methods. *American Journal of Public Health*, 96, 315-324. Presented by Michael J. Burke on October 5, 2006 at a Congressional Briefing on Workplace and Public Safety: The Role of Behavioral Research, Washington, DC.
- Dunlap, W. P., Burke, M. J., & Smith-Crowe, K. (2003). Accurate tests of statistical significance for  $r_{WG}$  and average deviation indexes. *Journal of Applied Psychology*, 88, 356-362.
- Smith-Crowe, K., & Burke, M. J. (2003). Interpreting the statistical significance of observed AD interrater agreement values: Correction to Burke and Dunlap (2002). *Organizational Research Methods*, 6, 127-129.
- Smith-Crowe, K., Burke, M. J., & Landis, R. S. (2003). Organizational climate as a moderator of safety knowledge-safety performance relationships. *Journal of Organizational Behavior*, 24, 861-876.
- Tenbrunsel, A. E., Smith-Crowe, K., & Umphress, E. E. (2003). Building houses on rocks: The role of ethical infrastructure in the ethical effectiveness of organizations. *Social Justice Research*, 16, 285-307.
- Burke, M. J., Sarpy, S. A., Tesluk, P.E., & Smith-Crowe, K. (2002). General safety performance: A test of a grounded theoretical model. *Personnel Psychology*, 55, 429-457. Nominated for the 2002 Scholarly Achievement Award, Human Resources Division, Academy of Management.

## CONFERENCE PRESENTATIONS

- Burke, M. J., Burke, M., Cohen, A., Smith-Crowe, K., & Doveh, E. (2018, June). *Climate strength: An examination of its role as a criterion and a moderator variable*. Paper to be presented at the annual meeting of the International Congress of Applied Psychology, Montreal, Canada.
- Barsade, S. G., Smith-Crowe, K., & Potter, J. M. I. (2018, March). Outgroups and emotional countercontagion. In R. Amey & C. Forbes (Chairs), *The good and bad of emotion contagion for groups, individuals*. Symposium to be conducted at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Smith-Crowe, K., & Mendelson, D. S. (2017, August). Motivations for eliciting shame in others. In J. P. Gaspar & D. E. Warren (Chairs), *The fundamental inseparability of emotion and ethics: Emotion and unethical behavior*. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Brief, A. P., Crowe, B. D., Smith-Crowe, K., & Tenbrunsel, A. E. (2017, June). *The give and take of behavioral and normative ethics*. Invited presentation for the Behavioral Ethics – A Case for Reformation in Normative Business Ethics Conference organized by P. Schreck & T. Donaldson, Wittenberg, Germany.

- Okhuysen, G., Creed, W. E. D., Hudson, B. A., & Smith-Crowe, K. (2016, July). A place in the world: Meso-level systems of caring and the social processes that animate institutions. In D. Creed, R. DeJordy, & M. Voronov (Chairs), *Emotions across levels*. Symposium conducted at the annual meeting of the European Group for Organization Studies, Naples, Italy.
- Cojuharenco, I., & Smith-Crowe, K. (2015, August). Effects of intrapersonal versus interpersonal psychological distance on moral choice. In R. Bobocel & B. Wiesenfeld (Chairs), *Social and organizational consequences of construal level*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, Canada.
- Potter, J., Smith-Crowe, K., & Barsade, S. (2015, June). *Studying emotions via video and emotion-coding software*. Paper presented at the 7<sup>th</sup> Biennial Positive Organizational Scholarship Research Conference, Orlando, FL.
- Barsade, S., Smith-Crowe, K., & Potter, J. (2015, April). Outgroups and emotional contagion. In L. Petitta (Chair), *Encompassing advanced and differential approaches to emotional contagion*. Symposium conducted at the annual meeting of the Society for Industrial-Organizational Psychology, Philadelphia, PA.
- Creed, W. E. D., Hudson, B. A., Okhuysen, G., & Smith-Crowe, K. (2014, December). *Institutional communities and the constitution of the self: The intersection of social bonds, institutional prescription, and affective commitments*. Paper presented at the Second Emotions and Institutions Workshop, Schulich School of Business, York University, Toronto, Canada.
- Smith-Crowe, K., & Warren, D. E. (2014, August). Malleability of moral judgment. In J. P. Gaspar & D. E. Warren (Chairs), *Behavioral ethics: The boundaries of an emerging field*. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.
- Creed, W. E. D., Hudson, B. A., Okhuysen, G., & Smith-Crowe, K. (2014, July). Muses and midwives: Social microcosms as the seat of institutional processes. In J. Lok, M. Voronov, & H. Willmott (Co-Chairs), *Emotions and (the limits of) institutional control*. Symposium conducted at the annual meeting of the European Group for Organization Studies, Rotterdam, The Netherlands.
- Cojuharenco, I., & Smith-Crowe, K. (2013, August). *Unraveling the paradoxical effects of psychological distance on moral choice*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Smith-Crowe, K., & Warren, D. E. (2012, August). *The emotion-evoked collective corruption model*. Paper presented at the annual meeting of the Society for Business Ethics, Boston, MA.
- Creed, W. E. D., Hudson, B. A., Okhuysen, G., & Smith-Crowe, K. (2012, July). Shameless theorizing: Emotion in institutional maintenance and disruption. In J. Lok & M. Ventresca (Co-Chairs), *Institutions and emotions*. Symposium conducted at the annual meeting of the European Group for Organization Studies, Helsinki, Finland.
- Tenbrunsel, A. E., Smith-Crowe, K., Chan-Serafin, S., & Brief, A. P. (2011, August). The “ethics” fix: When formal systems make a difference. In J. Kennedy (Chair), *Hierarchy and moral behavior in organizations*. Symposium conducted at the annual meeting of the Academy of Management, San Antonio, TX.
- Smith-Crowe, K., Burke, M. J., Kouchaki, M., & Signal, S. M. (2010, August). *Assessing interrater agreement given theoretical and methodological problems*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

- Smith-Crowe, K., Warren, D. E., & Sousa, C. (2010, August). *Finding our common moral ground: Beliefs vary more than moral rules*. Paper presented at the annual meeting of the Society for Business Ethics, Montreal, Canada.
- Burke, M. J., Salvador, R., Smith, A., Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2010, July). *How workplace hazards and training influence learning and performance*. Paper presented at the International Congress of Applied Psychology, Melbourne, Australia.
- Kouchaki, M., Smith-Crowe, K., Sousa, C., & Brief, A. P. (2010, June). *Dirty money: Mere exposure to money triggers unethical behavior*. Paper presented at the 8<sup>th</sup> Biennial Convention of the Society for the Psychological Study of Social Issues, New Orleans, LA.
- Smith-Crowe, K., Warren, D. E., & Sousa, C. (2010, February). *We tend to agree on moral rules, just not when they apply*. Invited talk at the Behavioral Ethics Workshop, University of Central Florida, Orlando, FL.
- Burke, M. J., Salvador, R., Smith, A. N., Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2009, November). *A meta-analytic examination of how hazards and safety training influence training outcomes*. Poster session presented at the 8<sup>th</sup> International Conference on Occupational Stress and Health, convened by the American Psychological Association, the National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology, San Juan, Puerto Rico.
- Burke, M. J., Salvador, R., Smith, A. N., Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2009, August). *The dread factor: How hazards and safety training influence training outcomes*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Smith-Crowe, K., & Warren, D. E. (2009, August). A functional account of moral emotions in organizations. In S. Chan-Serafin (Chair), *New directions in ethics research: Disentangling the dynamic processes in ethical decision-making*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL. Symposium awarded the 2009 Making Connections Award and designated a Showcase Symposium, Organizational Behavior Division, Academy of Management.
- Salvador, R., Chan-Serafin, S., Brief, A. P., & Smith-Crowe, K. (2009, May). *Hello God, goodbye gays: Religious fundamentalism and the amplifying role of religious salience in the workplace*. Poster session presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Chan-Serafin, S., & Tenbrunsel, A. (2008, April). The effects of employee accountability to corrupt authority figures. In M. Mitchell (Chair), *Antecedents and consequences of unethical leadership*. Symposium conducted at the annual meeting of the Society for Industrial-Organizational Psychology, San Francisco, CA.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Chan-Serafin, S., & Tenbrunsel, A. (2008, June). *Dysfunctional obedience: The roles of accountability and social dominance orientation*. Invited talk at the INSEAD-Wharton Research Conference on Leadership, Fontainebleau, France.
- Smith-Crowe, K., & Warren, D. E. (2008, November). *A functional account of moral emotions in organizations*. Invited talk at the Organizational Behavior Conference, Wharton School, University of Pennsylvania, Philadelphia, PA.
- Salvador, R., Smith-Crowe, K., Chan-Serafin, S., & Brief, A. P. (2007, August). Religious identity and destructive conformity. In D. E. Warren, & A. K. Vadera (Co-Chairs), *Doing good or doing evil? Identity and deviance in organizations*. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

- Warren, D. E., & Smith-Crowe, K. (2007, August). How sanctions regulate deviance: The importance of embarrassment and identification. In D. E. Warren, & A. K. Vadera (Co-Chairs), *Doing good or doing evil? Identity and deviance in organizations*. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.
- Diekmann, K. D., Smith-Crowe, K., Silito, S., & Tynan, R. (2006, August). *Face concerns and offenders' misperceptions of victims' reactions to apologies and excuses*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. Nominated for the 2006 Best Paper Award, Conflict Management Division, Academy of Management.
- Smith-Crowe, K., Chan-Serafin, S., Brief, A. P., & Tenbrunsel, A. E. (2006, August). When good eggs go bad: Conscientious deviants. In B. L. Galperin (Chair), *Unmasking workplace deviance: Exploring the common threads of two faces of deviance*. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Burke, M. J., Sarpy, S. A., Smith-Crowe, K., Chan-Serafin, S., Islam, G., & Salvador, R. (2005, November). *A cumulative study of the impact of occupational safety and health training interventions on worker knowledge, performance, and outcomes*. Poster session presented at the annual meeting of the American Public Health Association, New Orleans, LA.
- Chan-Serafin, S., Smith-Crowe, K., Tenbrunsel, A. E., Brief, A. P., Umphress, E. E., & Joseph, J. (2005, August). What you can't see can hurt you: An examination of the ethical infrastructure of organizations. In K. Smith-Crowe & S. Chan-Serafin (Co-Chairs), *Ethics and the corporate environment*. Symposium conducted at the annual meeting of the Academy of Management, Honolulu, HI.
- Bradley, J. C., Brief, A. P., & Smith-Crowe, K. (2004, May). *The good corporation: A Schneiderian approach*. Invited talk at the Benjamin Schneider Festschrift Symposium, University of Maryland, College Park, MD.
- Smith-Crowe, K., Burke, M. J., & Dunlap, W. P. (2004, April). *Robustness of  $r_{WG}$  and  $AD_M$  interrater agreement indices*. Poster session presented at the annual meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Umphress, E. E., Smith-Crowe, K., Brief, A. P., Dietz, J., & Watkins, M. B. (2004, August). Do birds of a feather flock together or do opposites attract? Organizational diversity, social dominance orientation, and organizational attractiveness. In E. E. Umphress (Chair), *The causes and consequences of prejudice and discrimination: Innovative theoretical development and empirical investigations*. Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Tenbrunsel, A. E., & Chan, S. (2003, August). *Social dominance orientation and accountability: A field study of corporate corruption*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.
- Burke, M. J., Sarpy, S. A., Smith-Crowe, K., Chan, S., Islam, G., & Salvador, R. (2003, June). *A cumulative study of the effectiveness of worker health and safety training*. Paper presented at the NORA 2003 Working Partnerships-Research to Practice Symposium sponsored by the National Institute of Occupational Safety and Health, Arlington, VA.
- Smith-Crowe, K., Umphress, E. E., Brief, A. P., Tenbrunsel, A. E., & Gee, J. O. (2003, April). *Cooking the books: The effect of accountability and social dominance*. Poster session presented at the annual meeting of the Society for Industrial-Organizational Psychology, Orlando, FL.
- Burke, M. J., Sarpy, S. A., Smith-Crowe, K., Chan, S., Salvador, R., & Islam, G. (2003, March). *The effectiveness of worker health and safety training: A meta-analytic investigation*. Paper presented at the Work,

Stress, and Health: New Challenges in a Changing Workplace Conference sponsored by the American Psychological Association and the National Institute of Occupational Safety and Health, Toronto, Canada.

Sarpy, S. A., Kaufman, J., & Smith-Crowe, K. (2003, March). *An integrated multiple stakeholder evaluation of eight minority worker training programs*. Paper presented at the Work, Stress, and Health: New Challenges in a Changing Workplace Conference sponsored by the American Psychological Association and the National Institute of Occupational Safety and Health, Toronto, Canada.

Sarpy, S. A., Rando, R., Hites, L., Zyphur, M., Kwon, C., Fridge, Z., & Smith-Crowe, K. (2003, March). *Evaluation of the exposure control matrix in the automotive body industry*. Poster session presented at the Work, Stress, and Health: New Challenges in a Changing Workplace Conference sponsored by the American Psychological Association and the National Institute of Occupational Safety and Health, Toronto, Canada.

Umphress, E., Smith-Crowe, K., & Dietz, J. (2002, August). I don't want to work with "those people": An introduction of social dominance orientation to the organizational literature. In D. Ahlstrom (Chair), *Diversity, social groups, and performance*. Symposium conducted at the annual meeting of the Academy of Management, Denver, CO.

Dunlap, W. P., Burke, M. J., & Smith-Crowe, K. (2002, April). *Accurate tests of statistical significance for interrater agreement indexes*. Poster session presented at the annual meeting of the Society for Industrial-Organizational Psychology, Toronto, Canada.

Smith-Crowe, K., Burke, M. J., & Landis, R. S. (2001, August). Organizational climate as a moderator of safety knowledge-safety performance relationships. In T. Cummings (Chair), *Organizational climate: Causes and effects*. Symposium conducted at the annual meeting of the Academy of Management, Washington, DC.

Burke, M. J., Sarpy, S.A., Tesluk, P. E., & Smith-Crowe, K. (1999, August). General safety performance: An examination of performance dimensionality and the role of training histories. In S. K. Parker & M. A. Griffin (Co-chairs), *Safety as a core management goal: Integrated approaches to improving safety*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

## INVITED TALKS

Texas Christian University, Fort Worth, Texas.

Boston University, Boston, MA.

University of New South Wales, Sydney, Australia.

University of North Carolina, Chapel Hill, NC.

Carnegie Mellon University, Pittsburgh, PA.

Rutgers, The State University of New Jersey, Newark, NJ.

Universidade Catolica Portuguesa, Lisbon, Portugal.

University of Utah, Salt Lake City, UT.

Hong Kong University of Science and Technology, Hong Kong.

Rice University, Psychology Department, Houston, TX.

University of Houston, Psychology Department, Houston, TX.

University of Massachusetts, Boston, MA.

Wayne State University, Detroit, MI.

Florida Atlantic University, Boca Raton, FL.

Indiana University – Purdue University, Indianapolis, IN.

DePaul University, Psychology Department, Chicago, IL.

## OTHER PUBLICATIONS AND TECHNICAL REPORTS

Sarpy, S. A., Smith-Crowe, K., & Kaufman, J. (2002). *Tulane University evaluation of the BMWT and MWT programs for the Center to Protect Workers' Rights*. Center to Protect Workers' Rights, Silver Spring, MD.

Schneider, J., & Smith, K. (1999). *SIOP 1999 member survey results*. *The Industrial Psychologist*, 37, 24-31.

## COURSES TAUGHT

Questrom School of Business, Boston University  
Negotiations, OB853, MBA and Part-Time MBA Program.  
Collaboration and Leadership, Executive MBA Program.  
Ethical Leadership in the Global Economy, MG790, MBA Program.

David Eccles School of Business, University of Utah  
Seminar on Ethics in Organizations, MGT 7810, Doctoral Program.  
Seminar on Organizational Behavior, MGT 7800, Doctoral Program.  
Seminar on Research Design, MGT 7100, Doctoral Program.  
Team Foundations, MGT 6050, MBA and Professional MBA Programs.  
Human Behavior in Organizations, MGT 3680, Undergraduate Program.

A. B. Freeman School of Business, Tulane University  
Organizational Behavior, OBHR 331, Undergraduate Program.

Department of Psychology, Tulane University  
Introduction to Psychology, PSYC 100, Undergraduate Program.

## HONORS AND AWARDS

Dean's Scholar Award, Questrom School of Business, Boston University, 2016-2018.

Best Reviewer Award, Academy of Management Review, Academy of Management, 2016.

Editorial Board Outstanding Reviewer Award, Academy of Management Review, Academy of Management, 2014.

David Eccles Faculty Fellow Award, David Eccles School of Business, University of Utah, 2013-2015.

Doctoral Faculty Teaching Excellence Award, David Eccles School of Business, University of Utah, 2013.

Platinum Leadership in Ethics Education Award, Daniels Fund Ethics Initiative, David Eccles School of Business, University of Utah, 2012.

Bronze Leadership in Ethics Education Award, Daniels Fund Ethics Initiative, David Eccles School of Business, University of Utah, 2012.

Honorary Member, Immorality Lab, University of British Columbia, 2011-present.

Co-Winner, Making Connections Award for Symposium Chaired by Suzanne Chan-Serafin, Organizational Behavior Division, Academy of Management, 2009.

Emerging Scholar Award, David Eccles School of Business, University of Utah, 2008-2013.

International Affiliate, Erasmus Centre of Behavioural Ethics, Erasmus University, 2008-2013.



Graduate Fellowship, Center for Ethics and Public Affairs, Murphy Institute, Tulane University, 2003-2004.

Robert E. Flowerree Award for Research, Department of Psychology, Tulane University, 2001.

Phi Beta Kappa, *cum laude*, Departmental Distinction and Margaret E. Fitch Award, Hendrix College, 1998.

## PRESS COVERAGE

*24/7 Wall Street, Action Institute PowerBlog, Bankrate.com, Bloomberg Businessweek, Bostinno, Business Insider, CNBC.com, CNN Mexico, CNNmoney.com, Daily Finance, Daily Mail Online, Deseret News, Discovery, Fast Company, Huffington Post, KSL Radio, MarketWatch, MSNNow, NBCNews.com, Quartz, San Francisco Chronicle, Seattle Post Intelligencer, Time.com, The Inquisitor, The New York Times Economix Blog, The Sale Lake Tribune, Today.com, UPI.com, WalletPop Canada, Yahoo! Finance.*

## GRANTS

*Inferences about Agreement in a Collection of Groups Based on their Agreement Indices* (2014), with A. Cohen & M. J. Burke, United States - Israel Binational Science Foundation, \$94,500.

*Emotional Contagion* (2014), Non-Financial Database Research Funding, David Eccles School of Business, \$1,586.

*Statistical Significance Criteria for Interrater Agreement Indices* (2013), Non-Financial Database Research Funding, David Eccles School of Business, \$2,405.

*Interrater Agreement* (2010), David Eccles School of Business, \$5,000.

## EDITORIAL BOARD MEMBERSHIPS

*Academy of Management Review*, 2008-present.

*Organizational Behavior and Human Decision Processes*, 2013-present.

*Organization Science*, 2012-present.

*Journal of Business and Psychology*, 2010-2016.

## AD HOC REVIEWING

*Academy of Management Journal, Administrative Science Quarterly, Applied Psychological Measurement, Business Ethics Quarterly, California Management Review, Decision Sciences, Journal of Applied Psychology, Journal of Business Ethics, Journal of Experimental Social Psychology, Journal of Management Studies, Journal of Managerial Psychology, Journal of Personality and Social Psychology, Management Science, Organization Studies, Organizational Research Methods, Personnel Psychology, Psychological Science.*

## OTHER ACADEMIC SERVICE

Panelist, *Field Research and Its Potential Ethical Quagmires*, Panel conducted at the annual meeting of the Boston Field Research Conference, Boston, MA, 2016

Presenter, *Paving a Path for Behavioral Ethics Research: A Pecha Kucha Springboard and Networking Session*. Professional Development Workshop conducted at the annual meeting of the Academy of Management, Anaheim, California, 2016.

Discussant, *Dysfunctional reactions to unethical behavior*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, Canada, 2015.

Participant, *Organizational behavior division doctoral consortium – Ethics workshop*. Professional development workshop conducted at the annual meeting of the Academy of Management, Vancouver, Canada, 2015.

Chair, *You got another thing coming: On the intended and unintended consequences of social influence*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, Canada, 2015.

Scientific Committee Member, Third Symposium on Ethics and Social Responsibility Research, Badajoz, Spain, 2014-2015.

Participant, *The new unobtrusive measures: Leveraging technology to advance research*, Professional development workshop conducted at the annual meeting of the Academy of Management, Philadelphia, PA, 2014.

Committee Member, Dissertation Award Committee, Society for Business Ethics, 2013-2017.

Organizing Committee Member, Second Symposium on Ethics and Social Responsibility Research, Lisbon, Portugal, 2012-2013.

Reviewer, INFORMS Dissertation Competition, 2012-present.

Co-Organizer, Making People Moral Conference, Salt Lake City, UT, 2011.

Reviewer, National Science Foundation, 2011.

Reviewer, National Institute for Occupational Safety and Health, 2008.

Participant, *Graduate tips from graduate students*, Workshop conducted at the annual meeting of the American Psychological Society, New Orleans, LA, 2002.

## STUDENT ADVISING

### Dissertation Committees

Member, Jonathan Keeney, Organizational Behavior, University of North Carolina, Chapel Hill, 2017.

Member, Alex Romney, Management Department, University of Utah, 2016.

Chair, Teng Zhang, Management Department, University of Utah, 2016.

Member, Isaac Smith, Management Department, University of Utah, 2014.

Member, Maryam Kouchaki, Management Department, University of Utah, 2012.

Member, Thomas Hernstein, Philosophy Department, University of Utah, 2011.

Member, Darrell Coleman, Management Department, University of Utah, 2007.

### Second Year/Curriculum Paper Committees

Member, Lan Wang, Organizational Behavior Department, Boston University, 2015.

Chair, Josh Ruchty, Management Department, University of Utah, 2015.

Co-Chair, Julie Seidel, Management Department, University of Utah, 2014.

Chair, Teng Zhang, Management Department, University of Utah, 2013.

Member, Justin Wareham, Management Department, University of Utah, 2012.

Member, Isaac Smith, Management Department, University of Utah, 2011.

Member, Maryam Kouchaki, Management Department, University of Utah, 2009.

## **PROFESSIONAL AFFILIATIONS**

Academy of Management, American Psychological Association, Association for Psychological Science, Society for Business Ethics, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology.