

SMRITI ANAND

Associate Professor of Management
Illinois Institute of Technology, Stuart School of Business
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EDUCATION

- Ph.D. College of Business Administration, University of Illinois at Chicago (UIC)
2011 Major: Organizational Behavior and Human Resource Management (OB & HRM)
Dissertation Title: Multi-level Examination of Idiosyncratic Deals: Antecedents and Consequences
Dissertation Committee: Robert C. Liden (Chair), Shelley Brickson, Sophia Marinova, Denise M. Rousseau, and Sandy J. Wayne.
- MBA Kellogg School of Management, Northwestern University, Evanston, IL
2002 Management & Strategy
- M.S. University of Illinois at Chicago, Chicago, IL
1995 Electrical Engineering
- B.S. Ranchi University, Sindri, India
1991 Electrical Engineering

PROFESSIONAL EXPERIENCE

- 2011-Present Illinois Institute of Technology, Chicago, IL.
2017-Present *Associate Professor*, Stuart School of Business
2011-2017 *Assistant Professor*, Stuart School of Business
- 2005-2010 *Research / Teaching Assistant*, College of Business Administration, University of Illinois at Chicago.
- 1995-2003 Motorola, Inc., Schaumburg, IL.
Product Manager, PCS; *Lead Engineer*, iDEN (Cellular & Dispatch Infrastructure)
- 1994-1995 *Systems Analyst*, Information Resources, Inc., Chicago, IL
- 1991-1992 *Project Engineer*, Bihar Electricals, Ltd., Jamshedpur, India

HONORS, AWARDS, AND RECOGNITION

- 2020-Present *Human Relations* (ABDC Journal Ranking: A*,)
2022-Present Co Editor-in-Chief
2021-2022 Co-Editor
2020-2021 Associate Editor

- 2018 IIT Stuart School of Business Beta Gamma Sigma Professor of the Year Award
- 2016 IIT Stuart School of Business Excellence in Teaching Award
- 2012 Society for Industrial & Organizational Psychology (SIOP) Scholar
- 2012 2011 Emerald/EFMD Outstanding Doctoral Research Award in Human Resource Management
- 2010 Society for Human Resource Management (SHRM) Dissertation Grant Award
- 2010 SIOP Foundation Lee Hakel Graduate Student Scholarship Award
- 2010 FMC Technologies, Inc., Graduate Student Fellowship Award
- 2010 UIC OB/HRM Doctoral Student Research Award

5. Sharma, D., Ghosh, K., Mishra³, M., & **Anand, S.** (In press). You stay home, but we can't: Invisible 'dirty' work as calling amid COVID-19 pandemic. *Journal of Vocational Behavior*. (ABDC Journal Ranking: A*).

16. Vidyarthi, P. R., Erdogan, B., **Anand, S.**, Liden, R. C., & Chaudhry, A. (2014). One member,

10. Anand, S. (Spring 2020). Research Workshop, Fellow Programme in Management (FPM), **Indian Institute of Management Ranchi**, India. Topic: Designing Research Studies and Publishing in Leading Journals of Management.
11. Anand, S. (Spring 2020). Faculty Development Workshop, **BML Munjal University School of Management, India**. Topic: Publishing 101: Writing for Top-tier Journals of Management.
12. Anand, S. (2018). Speaker in Advanced Research Methods Seminar, **OB/HRM PhD program, University of Illinois at Chicago, IL**. Topic: Social network theory and analysis.

EXPERT PANELS AT REFEREED CONFERENCES

1. Anand, S. (2022). Panelist in r Sanders, K. & Dhaenens, A. Other Panelists: Anseel, F., , A., Biron, M., Hu, D., Hyde, S., Pekar-Milicevic, M., Presbitero, A., Raghuram, S., Reimers, C., Ruwhiu, D., Vardaman, J., Walton, S., & Yang, H. **Annual Meeting of the Academy of Management**,

E.K., Sparrowe, R., Vidyarthi, P.R., & Wayne, S.J. **Annual Meeting of the Academy of Management**, Anaheim, CA.

8. Anand, S. (2012). Panelist in research s Leader-member exchange: Timeless or , organized by Hepperlen, M.T. Other Panelists: Dulebohn, J., Erdogan, B., Hoch, J., Seers, A., & Vidyarthi, P. R. **Annual Conference of the Society for Industrial & Organizational Psychology**, San Diego, CA.

PRESENTATIONS AT REFEREED CONFERENCES

1. **Anand, S.**, Vidyarthi, P. R., & Jahantab, F. (2022). Employee centrality in workgroup social networks and i-deals: A test of the ledger model. **Annual Meeting of the Academy of Management**, Seattle, WA.

~~Anand, S., F. P. Anand, S., & Vidyarthi, P. R. (2022). Overqualification, idiosyncratic deals, and employee performance in the workgroup context. **Annual Meeting of the Academy of Management**, Seattle, WA.~~

3. **Anand, S.**, Vidyarthi, P. R., & Jahantab, F. (2021). Consequences of the accident of birth: A multi-level examination of employee caste status, influence network centrauBT/F5 12 Tf1 0 07612 70 pe pe pe

(2022).

context of workgroup fairness. **Annual Meeting of the Southern Management Association**, Norfolk, VA.

10. Mitra¹⁵, A. & **Anand, S.** (2019). Stigmatized family identities and I-deals: An integrative approach. **Annual Meeting of the Academy of Management**, Boston, MA.
11. Mitra¹⁵, A., **Anand, S.**, Du, W., & Wang, H. (2019). Boon or bane? The business case for state same-sex marriage legislation. **Annual Meeting of the Academy of Management**, Boston, MA.
12. Mitra¹⁵, A., **Anand, S.**, Du, W., & Wang, H. (2019). Marriage equality: Blessing employees and organizations alike? **Annual Conference of the Society for Industrial & Organizational Psychology**, Washington DC.
13. **Anand, S.**, Hu, J., Vidyarthi, P.R., & Liden, R.C. (2018). Leader-member exchange as a linking pin in the i-deals – performance relationship in workgroups. **Annual Meeting of the Academy of Management**, Chicago, IL.
14. **Anand, S.** & Mitra¹⁵, A. (2018). One size or to each their own: Changing family structures and idiosyncratic work arrangements. **Journal of Management Studies Conference on Diversity Perspective on Management**, Babson Park, MA.
15. Jahantab¹⁶, F., Vidyarthi, P.R., Erdogan, B., & **Anand, S.** (2018). -Member exchange research
 , organized by Bartels, A.L., Sessions, H., & Nahrgang, J. **Annual Meeting of the Academy of Management**, Chicago, IL.
16. **Anand, S.** & Sharma, P. (2017). Information asymmetry in relational contracts: I-deals differentiation to individual & team effectiveness relationship as an exemplar. **Annual Meeting of the Midwest Academy of Management**, Chicago, IL.
17. **Anand, S.**, Meuser¹⁵, J.D., Vidyarthi, P.R., Rousseau, D.M., & Ekkirala, S. (2017). I-deal makers in workgroups: Multi-level effects of leader fairness and i-deal distribution. **Annual Meeting of**

21. Vidyarthi, P.R., Chaudhry, A., Erdogan, B., Singh¹⁸, S., Posthuma, R., & **Anand, S.** (2015). Individual deals within workgroups: The role of relative i-deals for employee performance. **Annual Meeting of the Southern Management Association**, St. Pete Beach, FL.
22. **Anand, S.**, Park¹⁹, H., Vidyarthi, P.R., & Liden, R.C. (2014) Is an MBA degree worth the cost? Idiosyncratic deals and the perceived value of an MBA degree. **Annual Meeting of the Academy of Management**, Philadelphia, PA.
23. **Anand, S.**, Meuser¹⁹, J.D., Vidyarthi, P.R., Ekkirala, S. (2013). Leader fairness and employee i-deals: Coworkers as the enablers. **Annual Meeting of the Academy of Management**, Lake Buena Vista, FL.
24. **Anand, S.**, Vidyarthi, P.R., Singh¹⁸, S., & Ryu¹⁸, S. (2013). Workplace stress and dissatisfaction: Do agreeable employees cope better? **Annual Convention of the American Psychological Association**, Honolulu, HI.
25. **Anand, S.**, Vidyarthi, P.R., & Srinivas, E.S. (2012). Idiosyncratic deals: A group level exploration. **Annual Meeting of the Southern Management Association**, Ft. Lauderdale, FL.
26. **Anand, S.** (2011). Multi-level examination of idiosyncratic deals: Antecedents and consequences. **Annual Meeting of the Academy of Management**, San Antonio, TX.
27. **Anand, S.**, Vidyarthi, P.R., & Liden, R.C. (2011). LMX and TMX as relational bases of organizational identification: Moderating role of culture. **Annual Meeting of the Southern Management Association**, Savannah, GA.
28. Bhawuk, D.P.S. & **Anand, S.** (2010). A multilevel case analysis of disconnect between diversity management policy and implementation. **Annual Meeting of the Academy of Management**, Montreal, Canada.
29. Chaudhry, A., Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2010). How much flexibility is ideal? The relationship between flexibility I-deals and employee attitudes. **Annual Meeting of the Academy of Management**, Montreal, Canada.
30. Hu, J., Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. **Annual Meeting of the Southern Management Association**, St. Pete Beach, FL.
31. Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2009) performance and embeddedness. **Annual Meeting of the Southern Management Association**, Asheville, NC.

¹⁸ PhD student at University of Texas at El Paso during this project

¹⁹ PhD student at University of Illinois at Chicago during this project

32. Vidyarthi, P.R., **Anand, S.**, & Liden, R.C. (2009). Leader-member exchange social comparison: Examining effects of perceived LMX differentiation on employee outcomes. **Annual Meeting of the Academy of Management**, Chicago, IL.
33. **Anand, S.**, & Vidyarthi, P.R. (2008). Leader-member exchange and employee outcomes: A multilevel examination of the moderating effects of leader power distance and within group task interdependence. **Annual Meeting of the Academy of Management**, Anaheim, CA.
34. **Anand, S.**, Vidyarthi, P.R., Liden, R.C., & Rousseau, D.M. (2008). Idiosyncratic deals and organizational citizenship behaviors: Moderating effects of exchange relationships. **Annual Meeting of the Academy of Management**, Anaheim, CA.
35. Vidyarthi, P.R., & **Anand, S.** (2008). Ingratiation and leader-member exchange: The moderating role of employee competence. **Annual Meeting of the Academy of Management**, Anaheim, CA.
36. Bhawuk, D.P.S., & **Anand, S.** (2006). Integrating minority women in the U.S. organizations: Conflict between diversity policy and implementation. **Annual Meeting of the Academy of Management**, Atlanta, GA.
37. Bhawuk, D.P.S. & **Anand, S.** (2005). Minority experience in US organizations. **Fourth Biennial Conference on Intercultural Research** (symposium on macro and micro perspectives on multiculturalism), Kent State, OH.

KEYNOTES, INDUSTRY PRESENTATIONS & COMMUNITY ENGAGEMENT

1. Xing, Z²⁰., **Anand, S.**, & Jayarajan, D. (Fall 2022). **Presentation**, Welcome Week Student Research Poster Day, **Illinois Institute of Technology**, Chicago, IL. Topic: Peer-to-Peer loan performance: The impact of unsecured consumer loans.
2. Anand, S. (Fall 2022). **Keynote**, Conference on Consilience in Business Practices, Sponsored by **Symbiosis Centre for Management & Human Resource DMCID77 (DMT/FBreW*824 98.59 Tm0 g0 GS**

- Fundamentals of Management, Undergraduate course.
- Managerial Effectiveness through Diversity, Undergraduate course.
- Organizational Behavior, Undergraduate course.
- Organizational Theory, Undergraduate course.

DOCTORAL STUDENT ADVISING

DISSERTATION COMMITTEE CHAIR

1. William P. Gogolak, May 2022
 - Dissertation Title: Corporate Insider Holdings and Analyst Recommendations
 - Committee Co-chair: Li Cai
 - Committee members: Ricky Cooper, Benjamin Van Vliet, Mahesh Krishnamurthy
2. Hui Li, May 2023
 - Dissertation Title:
 - Committee Co-chair: Haizhi Wang
 - Committee members: Priyanka Sharma, Yiwei Fang, Mahesh Krishnamurthy
3. Pouya Haddadian Nekah, May 2023
 - Dissertation Title: Top Management Team Pay Dispersion and Firm Performance
 - Committee Co-chair: Li Cai
 - Committee members: Joel Goldhar, Elizabeth Durango-Cohen
4. Zhenze Xing, May 2024
 - Dissertation Title: The Impact of Trustworthiness in Peer-to-Peer Lending Markets

DISSERTATION COMMITTEE MEMBER

	Student	Graduation Date	Dissertation Committee Chair	Other Committee Members	Dissertation Title
Illinois Institute of Technology, Stuart School of Business					
1.	Hao Shen	May 2023	<ul style="list-style-type: none"> • Haizhi Wang • Priyanka Sharma 	<ul style="list-style-type: none"> • Li Cai • Shu Kai 	

				<ul style="list-style-type: none"> • Mahima Saxena 	Style Deviation, and Cultural Intelligence in Leader-Member Exchange and Trust
13.	Maura I. Burke	May 2018	Ron Landis	<ul style="list-style-type: none"> • Scott Morris • Samuel McAbee 	Group-level Meta-analyses: An Examination of the Effects of Characteristics of Group-level Studies on the Accuracy of Parameter Estimates
14.	Michael Cama	May 2018	Ron Landis	<ul style="list-style-type: none"> • Roya Ayman • Scott Morris 	The Impact of Work U24.3 of 3

		School (SHS)				in October 2022.
3.	Samarth Arul	Adlai Stevenson High School	College-level research program for high school seniors	Summer & Fall 2021	I-deals in Employment Arrangements & Labor Market Applications	Study findings presented at SHS Research Symposium in October 2021.
4.	Krish Shah	Vanderbilt University & Adlai Stevenson High School	Bachelors, Cognitive Science	Summer 2019-2021	Power Distance: The effect of a match or mismatch between teens and parents on stress, anxiety, and depression	Study findings presented at the Annual Meeting of the Association for Psychological Science (APS), 2021, and SHS Research Symposium in October 2019.
5.	Melanie Standish	Illinois Institute of Technology, Department of I/O Psychology				

SCHOOL SERVICE

- Assessment of learning (AOL) Co-Ordinator for MAX & MBA programs, Stuart School of Business
- -Present.
- Stuart School of Business -Present.
- MBA Student Recruitment Committee, 2017

1. Co-Editor in Chief,

1. **Member, Selection Board** for the Responsible Research in Business & Management (**RRBM**) Honor Roll.
2. **Member of the Advisory Board**, *South Asian Journal of Human Resources Management*, May 2020 - Present (ABDC Journal Ranking: C).
3. **Mentor**, Externship Program at **Northwestern University**, 2018-22.
Mentored 4 students (1 undergraduate, 2 graduate, and 1 doctoral).
4. **Mentor**, STEM Professionals As Resource Knowledge (SPARK) Summer Research Internship Program, **Adlai E. Stevenson High School**, 2018-2022.
 - Mentored 3 high school senior year research projects.
5. **Mentor, Stevenson-to-College (S2C) Program**, Adlai E. Stevenson High School, 2019-2025.
 - Started mentoring student in junior year of high school. Will continue through graduation from University of Illinois Urbana-Champaign (UIUC).
6. **Presenter**. Effectively negotiating and managing personalized work arrangements. **2021 Annual Meeting of the Society of Women Engineers (SWE 21)**, Indianapolis, IN.
7. **Judge**, Society of Women Engineers (**SWE**) **Scholarship Program** for graduate and undergraduate students, 2016-2021.

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- American Psychological Association (APA)
- Management & Organizational Behavior Teaching Society (MOBTS)
- Society of Women Engineers (SWE)
- Work and Family Researchers Network (WFRN)