

March 2024

CURRICULUM VITAE

David G. Smith

2820 Durmont Ct
Annapolis, MD 21401
E-mail david.g.smith.phd@gmail.com
(443) 694-2664

EDUCATION

University of Maryland, College Park

Ph.D. Sociology 2010

Dissertation: Developing Pathways to Serving Together: Dual Military
Couples' Life Course and Decision-making

Chair: Mady W. Segal

University of San Diego

MS Global Leadership 2003

United States Naval Academy

BS Oceanography 1987

MILITARY EDUCATION

United States Naval War College (Graduated with Distinction) 1998

RESEARCH INTERESTS

Allyship; inclusive leadership; mentoring relationships; diversity, equity and inclusion;
and bias and prejudice.

TEACHING INTERESTS

Strategic leadership, organizational leadership, business ethics, behavioral decision
making, leadership in groups, leadership development, social psychology of gender and
leadership, social psychology, organizational culture, and qualitative methods.

PROFESSIONAL POSITIONS HELD

2021-Present Associate Professor of Practice, Carey Business School, Johns Hopkins
University

2020-2021 Associate Professor of Sociology, College of Leadership & Ethics, U.S.
Naval War College

David G. Smith

- 2017-2020 Associate Professor of Sociology, National Security Affairs Department, U.S. Naval War College
- 2016-2017 Associate Professor of Sociology, U.S. Naval Academy
- 2011-2015 Chair, Department of Leadership, Ethics and Law, U.S. Naval Academy
- 2010-2016 Assistant Professor and Permanent Military Professor of Leadership, Ethics and Sociology, U.S. Naval Academy

HONORS AND AWARDS

- 2021 Axiom Business Book Award Gold Medalist, Human Resources/Employee Training Category for *Good Guys: How Men Can Be Better Allies for Women in the Workplace* (Harvard Business Review Press, 2020)
- 2017 Recipient, Charles H. Coates Commemorative Award for Research in Military Sociology, University of Maryland, College Park
- 2014 Nominated for the U.S. Naval Academy Military Professor Teaching Excellence Award
- 2012 Omicron Delta Kappa, U.S. Naval Academy
- 2010 Recipient, Charles H. Coates Award for Excellence in Graduate Student Research in Military Sociology, University of Maryland, College Park
- 2010 Alpha Kappa Delta, University of Maryland, College Park
- 2003 Academic Excellence Award, Master of Science Global Leadership program, University of San Diego.
- 2002 Pacific Century Fellows Class of 2002 (Hawaii State Fellowship)

PUBLICATIONS (Peer-reviewed)

Books

Johnson, W. Brad, and David G. Smith. (forthcoming 2025). *Workplace GEMs: How Gender-Equitable Leaders Can Change the Way We Work and Live*. Boston, MA: Harvard Business Review Press.

Smith, David G. and W. Brad Johnson. (2020). *Good Guys: How Men Can Be Better Allies for Women in the Workplace*. Boston, MA: Harvard Business Review Press.

Johnson, W. Brad, and David G. Smith. (2016). *Athena Rising: How and Why Men Should Mentor Women*. Boston, MA: Harvard Business Review Press.

Journal Articles

Johnson, W. Brad, Siyi Long, David G. Smith and Kimberly A. Griffin (2022). "Creating a Mentoring Culture in Graduate Training Programs." *Training and Education in Professional Psychology*.

Smith, David G. & W. Brad Johnson (2021). "Male Allies Must Publicly Advocate and Sponsor." *Rutgers Business Review*, 6(2), 137-144.

Melaku, Tsedale M., Angie Beeman, David G. Smith and W. Brad Johnson (2020). "Be a Better Ally -- How White Men Can Help Their Marginalized Colleagues Advance." *Harvard Business Review* 98(6), 135-139.

Maffey, Katherine and David G. Smith (2020) "Women's Participation in the Jordanian Military and Police: An Exploration of Perceptions and Aspirations." *Armed Forces & Society*, 46(1), 46-67.

Smith, David G., Judith E. Rosenstein, Margaret C. Nikolov and Darby A. Chaney (2019) "The Power of Language: Gender, Status and Agency." *Sex Roles*, 80(3-4), 159-171.

Smith, David G. and Judith E. Rosenstein (2017). "Gender and the military profession: Early career influences, attitudes, and intentions." *Armed Forces & Society*, 43(2), 260-279.

Johnson, W. Brad and David G. Smith (2016). "What Will It Take to Fully Integrate Women? How About A Few Good Men?" *Proceedings* 142/9/1,363, 54-58.

Segal, Mady W., David G. Smith, David R. Segal, and Amy A. Canuso (2016). "The Role of Leadership and Peer Behaviors in the Performance and Well-Being of Women in Combat: Historical Perspectives, Unit Integration, and Family Issues." *Military Medicine* 181 (1S): 28-39.

Smith, David G. (2015). "Role Transitions of Women in Dual Naval Couples: A Life Course Perspective." *Res Militaris*, an online social science journal, Ergomas issue n°1 (Women in the Military, Part One), September 2015.

Huey, Wesley S., David G. Smith, Joseph J. Thomas, and Charles R. Carlson (2014). "The Great Outdoors: Comparing Leader Development Programs at the U.S. Naval Academy." *Journal of Experiential Education* 37(4), 367-381.

Bates, Mark J., Jon J. Fallesen, Wesley S. Huey, Gary A. Packard, Diane M. Ryan, C. Shawn Burke, David G. Smith, Daniel J. Watola, Evette D. Pinder, Todd M. Yosick, Armando X. Estrada, Loring Crepeau, and Stephen V. Bowles (2013). "Total Force

Fitness in Units Part 1: Military Demand-Resource Model. *Military Medicine* 178 (11), 1164-1182.

Smith, David G. and Mady W. Segal (2013). "On the Fast Track: Dual Military Couples Navigating Institutional Structures." *Contemporary Perspectives in Family Research* (7), 213-253.

Book Chapters

Smith, David G. and Karin M. De Angelis. (2023). "Lesbian and Gay Service Members and Their Families." In *Inclusion in the American Military: A Force for Diversity* (2nd ed.) edited by D. Rohall, M. Ender and M. Matthews. Lanham, MD: Lexington Books.

Rosenstein, Judith E., David G. Smith and Margaret C. Nikolov (2023). "Sticks and Stones: A Race and Gender Intersectional Perspective on Peer Leader Performance Evaluations." In *Handbook on Workplace Diversity and Stratification* edited by T. Melaku. Lanham, MD: Rowman and Littlefield.

Smith, David G., W. Brad Johnson and Judith E. Rosenstein (2023). "Allies, Mentors, and Sponsors: How and Why Men Are Critical to Creating Gender Equity" In *Handbook on Workplace Diversity and Stratification* edited by T. Melaku. Lanham, MD: Rowman and Littlefield.

Smith, David G. (2023). "Men As the Missing Ingredient in Gender Equity: An Allyship Research Agenda." In *A Research Agenda for Gender and Leadership* edited by L. Defrank-Cole and S. Tan. Cheltenham, UK: Edward Elgar Publishing

Johnson, W. Brad and David G. Smith (2022). "Male Allyship Is About Paying Attention." *Thriving in a Male-Dominated Workplace* (HBR Women at Work Series). Cambridge, MA: Harvard Business Review Press.

Anderson, Rania H. and David G. Smith (2022). "What Men Can Do to Be Better Advocates for Women." *You, The Leader* (HBR Women at Work Series). Cambridge, MA: Harvard Business Review Press.

Johnson, W. Brad and David G. Smith (2022). "How Men Can Confront Other Men About Sexist Behavior." *Speak Up, Speak Out* (HBR Women at Work Series). Cambridge, MA: Harvard Business Review Press.

Swenson, Haley, Eve Rodsky, David G. Smith and W. Brad Johnson (2021). "Dads, Commit to Your Family at Home and at Work." In *Advice for Working Dads* (HBR Working Parent Series) (pp. 37-44) edited by D. Dowling. Cambridge, MA: Harvard Business Review Press.

Smith, David G. (2019). "The Power of Mentoring for Women Veterans." In *Invisible Veterans: What Happens When Military Women Become Civilians Again* (pp. 191-202) edited by K. Hendricks-Thomas and K. Hunter. Santa Barbara, CA: Praeger Publishing.

Smith, David G. and Katherine Germano. (2019). "Gender Equity as Fairness in the Military Institution." In *Military Virtues* (pp. 51-61) edited by M. Skerker. D. Whetham and D. Carrick. Hampshire, England: Howgate Publishing.

DeAngelis, Karin M., David G. Smith, and Mady W. Segal (2018). "Military Families: A Comparative Perspective." In *Handbook on the Sociology of the Military* (pp. 341-357) edited by G. Caforio and M. Nuciari. New York: Springer.

Smith, David G. and Karin M. De Angelis. (2017). "Lesbian and Gay Service Members and Their Families." In *Inclusion in the American Military: A Force for Diversity* (pp. 129-147) edited by D. Rohall, M. Ender and M. Matthews. Lanham, MD: Lexington Books.

Smith, David G. (2016) "It's About Priorities: Adaptation Strategies of Dual Military Couples." In *The Balancing Act: Intersections of Work-Life Balance in Communication Across Identities, Genders, and Cultures* (pp. 121-141) edited by E. Hatfield. Lanham, MD: Lexington Books.

DeAngelis, Karin and David G. Smith. (2016). "The Military and LGBTQ People." In *The Sage Encyclopedia of LGBTQ Studies* (pp. 771-774) edited by Abbie Goldberg. Thousand Oaks, CA: SAGE Publications.

Smith, David G. (2015). "Dual Military Families: Confronting a Stubborn Military Institution." In *Military Families and War in the 21st Century, Comparative Perspectives* (pp. 79-94) edited by M. Andres, R. Moelker, G. Bowen, and P. Manigart. London: Routledge.

Book Reviews

Smith, David G. (2019) Review of the book, *Unbecoming: A Memoir of Disobedience*. *Proceedings*, U.S. Naval Institute, Annapolis, MD.

Smith, David G. (2018) Review of the book, *Fight Like a Girl*. *Proceedings*, U.S. Naval Institute, Annapolis, MD.

Manuscripts In Progress/Under Review

Melaku, Tsedale M., Angie Beeman, Darryl Rice, Anthony Meyers and David G. Smith. "From Impression Management to Performative Allyship: An Organizational Framework." Journal article under revision for resubmission to *Organizational Behavior and Human Decision Processes*.

Rosenstein, Judith E., David G. Smith and Margaret Nikolov. “Intersectional Performance Evaluations: Moving Beyond Gendered Race Theory.” Journal article under revision for *Sex Roles*.

Other Publications

Ellen Keithline Byrne, Denise D’Agostino, W. Brad Johnson and David G. Smith (January 17, 2024). “How employers can help women be less burned out at work — and less likely to leave.” *MarketWatch*. https://www.marketwatch.com/story/how-employers-can-help-women-be-less-burned-out-at-work-and-less-likely-to-leave-b1f21bae?mod=search_headline

Resa E. Lewiss, W. Brad Johnson & David G. Smith (June 12, 2023). “How to tell if someone is deliberately ‘sandbagging’ diversity efforts.” *Fast Company*. <https://www.fastcompany.com/90907464/how-tell-someone-deliberately-sandbagging-diversity-efforts>

W. Brad Johnson, David G. Smith & Heather Christensen (March 8, 2023). “Where Women’s Leadership Development Programs Fall Short.” *Harvard Business Review*. <https://hbr.org/2023/03/where-womens-leadership-development-programs-fall-short>

David G. Smith, W. Brad Johnson, Kim G. Lee & Jeanette Thebeau (October 7, 2022). “Research: Men Are Worse Allies Than They Think.” *Harvard Business Review*. <https://hbr.org/2022/10/research-men-are-worse-allies-than-they-think>

W. Brad Johnson & David G. Smith (August 5, 2022). “Men, Stop Calling Yourself Allies. Act Like One.” *Harvard Business Review*. <https://hbr.org/2022/08/men-stop-calling-yourself-allies-act-like-one>

Resa E. Lewiss, W. Brad Johnson, David G. Smith & Robin Naples (August 1, 2022). “Stop Protecting ‘Good Guys’.” *Harvard Business Review*. <https://hbr.org/2022/08/stop-protecting-good-guys>

David G. Smith & W. Brad Johnson (July 18, 2022). “Bosses need to talk with employees about abortion and women’s rights. Here’s why yours should.” *MarketWatch*. <https://www.marketwatch.com/story/how-business-leaders-can-talk-with-employees-about-abortion-and-womens-rights-and-why-they-should-11658172952?siteid=nbch>

Resa E. Lewiss, David G. Smith, Shikha Jain, W. Brad Johnson, & Jennifer Freyd (June 2, 2022). “Who’s Really the Victim Here?— It’s time to end DARVO behavior in the healthcare workplace.” *MedPage Today*. <https://www.medpagetoday.com/opinion/second-opinions/99015>

Ellen A. Ensher, W. Brad Johnson & David G. Smith (March 22, 2022). “How to Mentor in a Remote Workplace.” *Harvard Business Review*. <https://hbr.org/2022/03/how-to-mentor-in-a-remote-workplace>

David G. Smith & W. Brad Johnson (November 24, 2021). “Managers, Here’s How to Advocate for Pay Equity.” *Harvard Business Review*. <https://hbr.org/2021/11/managers-heres-how-to-advocate-for-pay-equity>

David G. Smith & W. Brad Johnson (November 22, 2021). “Opinion: If your employer really wants to hire the best workers, here are 4 proven paths to success.” *MarketWatch*. <https://www.marketwatch.com/story/if-employers-really-want-to-hire-the-best-worker-for-a-job-theyd-follow-these-4-basic-rules-11637304329>

W. Brad Johnson & David G. Smith (October 11, 2021). “Advancing Gender Equity as You Lead out of the Pandemic.” *Harvard Business Review*. <https://hbr.org/2021/10/advancing-gender-equity-as-you-lead-out-of-the-pandemic>

W. Brad Johnson & David G. Smith (September 11, 2021). “Opinion: Men must hold other men accountable when they see women being harassed. Here’s what you can do.” *MarketWatch*. <https://www.marketwatch.com/story/men-must-hold-other-men-accountable-when-they-see-women-being-harassed-heres-what-you-can-do-11630977293?mod=opinion>

David G. Smith, W. Brad Johnson & Lisen Stromberg (May 12, 2021). “How Men Can Be More Inclusive Leaders.” *Harvard Business Review*. <https://hbr.org/2021/05/how-men-can-be-more-inclusive-leaders>

Lisa S. Kaplowitz, Kristina Durante, David G. Smith & W. Brad Johnson (March 18, 2021). “How Men Benefit From Close Relationships With Women At Work.” *Forbes*. <https://www.forbes.com/sites/ellevate/2021/03/18/how-men-benefit-from-close-relationships-with-women-at-work/?sh=1421ea191264>

W. Brad Johnson & David G. Smith (February 10, 2021) “Male Allyship Is About Paying Attention” *Harvard Business Review*. <https://hbr.org/2021/02/male-allyship-is-about-paying-attention>

Katica Roy, David G. Smith & W. Brad Johnson (December 31, 2020) “Gender Equity Is Not Zero Sum” *Harvard Business Review*. <https://hbr.org/2020/12/gender-equity-is-not-zero-sum>

David G. Smith & W. Brad Johnson (December 7, 2020) “The Hardest Part of Being an Ally” *Behavioral Scientist*. <https://behavioralscientist.org/the-hardest-part-of-being-an-ally/>

Haley Swenson, Eve Rodsky, David G. Smith and W. Brad Johnson (November 11, 2020) “Dads, Commit to Your Family at Home and at Work” *Harvard Business Review*. <https://hbr.org/2020/11/dads-commit-to-your-family-at-home-and-at-work?ab=seriesnav-bigidea>

David G. Smith & W. Brad Johnson (October 27, 2020) “4 Ways Men Can Support Their Female Colleagues — Remotely” *Harvard Business Review*. <https://hbr.org/2020/10/4-ways-men-can-support-their-female-colleagues-remotely>

W. Brad Johnson & David G. Smith (October 16, 2020) “How Men Can Confront Other Men About Sexist Behavior” *Harvard Business Review*. <https://hbr.org/2020/10/how-men-can-confront-other-men-about-sexist-behavior>

W. Brad Johnson & David G. Smith (October 14, 2020) “7 Strategies for Men Who Want to Be Better Allies to Women in the Workplace” *Training Industry*. <https://trainingindustry.com/articles/diversity-equity-and-inclusion/7-strategies-for-men-who-want-to-be-better-allies-to-women-in-the-workplace/>

W. Brad Johnson, David G. Smith & Jennifer Haythornthwaite (July 17, 2020) “Why Your Mentorship Program Isn’t Working” *Harvard Business Review*. <https://hbr.org/2020/07/why-your-mentorship-program-isnt-working>

Ruth Gotian, W. Brad Johnson & David G. Smith (July 14, 2020) “Note to men: Mentor her! (Yes, even during a pandemic)” *Chief Learning Officer*. <https://www.chieflearningofficer.com/2020/07/14/note-to-men-mentor-her-yes-even-during-a-pandemic/>

David G. Smith & W. Brad Johnson (June 11, 2020) “3 Ways to Advance Gender Equity as We Return to the Office” *Harvard Business Review*. <https://hbr.org/2020/06/3-ways-to-advance-gender-equity-as-we-return-to-the-office>

David G. Smith & W. Brad Johnson (May 4, 2020) “Gender Equity Starts in the Home” *Harvard Business Review*. <https://hbr.org/2020/05/gender-equity-starts-in-the-home>

David G. Smith & W. Brad Johnson (April 8, 2020) “Social Distancing Doesn’t Have to Disrupt Mentorship” *Harvard Business Review*. <https://hbr.org/2020/04/social-distancing-doesnt-have-to-disrupt-mentorship>

W. Brad Johnson & David G. Smith (January 11, 2020) “Real Mentorship Starts with Company Culture, Not Formal Programs.” *Harvard Business Review*. <https://hbr.org/2019/12/real-mentorship-starts-with-company-culture-not-formal-programs>

Rania H. Anderson & David G. Smith (August 7, 2019) “What Men Can Do to Be Better Mentors and Sponsors to Women.” *Harvard Business Review*. <https://hbr.org/2019/08/what-men-can-do-to-be-better-mentors-and-sponsors-to-women>

W. Brad Johnson & David G. Smith (February 22, 2019) “Mentoring Someone with Imposter Syndrome.” *Harvard Business Review*. <https://hbr.org/2019/02/mentoring-someone-with-imposter-syndrome>

W. Brad Johnson & David G. Smith (October 12, 2018) “How Men Can Become Better Allies to Women.” *Harvard Business Review*. <https://hbr.org/2018/10/how-men-can-become-better-allies-to-women>

David G. Smith & W. Brad Johnson (September 26, 2018) “Where are the Male Allies in U.S. Politics?” *Harvard Business Review*. <https://hbr.org/2018/09/where-are-the-male-allies-in-u-s-politics>

David G. Smith, Judith E. Rosenstein & Margaret A. Nikolov (June 26, 2018) “Implicit Messages in Performance Evaluations Tell Women They Don’t Fit.” *Behavioral Scientist*. <http://behavioralscientist.org/how-performance-evaluations-hurt-gender-equality/>

David G. Smith, Judith E. Rosenstein & Margaret A. Nikolov (May 25, 2018) “The Different Words We Use to Describe Male and Female Leaders.” *Harvard Business Review*. <https://hbr.org/2018/05/the-different-words-we-use-to-describe-male-and-female-leaders>

W. Brad Johnson & David G. Smith (April 4, 2018) “Mentoring Women Is Not About Trying to ‘Rescue’ Them.” *Harvard Business Review*. <https://hbr.org/2018/03/mentoring-women-is-not-about-trying-to-rescue-them>

W. Brad Johnson & David G. Smith (January 23, 2018) “The Best Mentors Think Like Michelangelo.” *Harvard Business Review*. <https://hbr.org/2018/01/the-best-mentors-think-like-michelangelo>

David G. Smith & W. Brad Johnson (December 4, 2017) “Do You See What I See? The Importance of Men as Allies.” *Behavioral Scientist*. <http://behavioralscientist.org/see-see-importance-men-allies/>

David G. Smith & W. Brad Johnson (October 13, 2017) “Lots of Men Are Gender-Equality Allies in Private. Why Not in Public?” *Harvard Business Review*. <https://hbr.org/2017/10/lots-of-men-are-gender-equality-allies-in-private-why-not-in-public>

W. Brad Johnson & David G. Smith (September 19, 2017) “How to Mentor a Narcissist” *Harvard Business Review*. <https://hbr.org/2017/09/how-to-mentor-a-narcissist>

David G. Smith & W. Brad Johnson (May 29, 2017) “Male Mentors Shouldn’t Hesitate to Challenge Their Female Mentees.” *Harvard Business Review*. <https://hbr.org/2017/05/et-yyt-how-some-male-mentors-fail-at-challenging-their-female-mentees>

W. Brad Johnson & David G. Smith (May 5, 2017) “Men Shouldn’t Refuse to Be Alone with Female Colleagues.” *Harvard Business Review*. <https://hbr.org/2017/05/men-shouldnt-refuse-to-be-alone-with-female-colleagues>

W. Brad Johnson & David G. Smith. (March 13, 2017) “Too Many Men Are Silent Bystanders to Sexual Harassment.” *Harvard Business Review*.

<https://hbr.org/2017/03/too-many-men-are-silent-bystanders-to-sexual-harassment>

W. Brad Johnson & David G. Smith. (February 21, 2017) “How to Mentor a Perfectionist.” *Harvard Business Review*. <https://hbr.org/2017/02/how-to-mentor-a-perfectionist>

Smith, David G. & W. Brad Johnson. (January 30, 2017) “How Male Mentors Can Develop Women at Work.” *Chief Learning Officer*.

<http://www.clomedia.com/2017/01/30/male-mentors-can-develop-women-work/>

Smith, David G. & W. Brad Johnson. (December 5, 2016) “Men Can Improve How They Mentor Women. Here’s How.” *Harvard Business Review*. <https://hbr.org/2016/12/men-can-improve-how-they-mentor-women-heres-how>

W. Brad Johnson & David G. Smith. (October 20, 2016) “Give Men the Green Light to Mentor Women.” *Training Industry*.

<https://www.trainingindustry.com/leadership/articles/give-men-the-green-light-to-mentor-women.aspx>

RESEARCH GRANTS

“Assessment of Graduate Attribute Development among Midshipmen in Experiential Leader Development Programs at the U.S. Naval Academy.” David G. Smith, Principal Investigator. Navy Operational Stress Control Office, \$145,000. (Project Period 5/12-9/12).

PRESENTATIONS AT PROFESSIONAL CONFERENCES

“Intersectional Performance Evaluations: Moving Beyond Gendered Race Theory.” Eastern Sociological Society Annual Conference; 24 February, 2023, Baltimore, MD.

“What is the Role of Fathers and Leaders in Work-Life Justice?” Work and Family Researchers Network Biennial Conference; 24 June, 2022, New York City, NY.

“Subjective Leadership Evaluations.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 15 October, 2021, Reston, VA.

“Leaders are White Men...Or Are They?: Race and Gender Intersectionality for Peer Leadership Evaluations.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 10 November, 2019, Reston, VA.

“Women’s Participation in the Jordanian Military and Police: An Exploration of Perceptions and Aspirations.” European Research Group on Military and Society Biennial Conference, 20 June, 2019, Lisbon, Portugal.

“Leaders are White Men...Or Are They?: Race and Gender Intersectionality for Peer Leadership Evaluations.” European Research Group on Military and Society Biennial Conference, 19 June, 2019, Lisbon, Portugal.

“Men’s Support of Women’s Leadership Advancement in the Workplace.” International Leadership Association Global Conference, 25 October, 2018, West Palm Beach, FL.

“Leaders are White Men...Or Are They?: Race and Gender Intersectionality for Peer Leadership Evaluations.” American Sociological Association Annual Meeting, 13 September, 2018, Philadelphia, PA.

“Achieving Aspirations: The Successes and Challenges Facing Women in the Jordanian Military and Police Force.” U.S. Naval War College, Women, Peace and Security Conference, Brown University, 31 May 2018, Providence, RI.

“Gender Status and Congruity in Performance Evaluations: Military Women’s Lack of Fit.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 18-20 October, 2017, Reston, VA.

“Strange Bedfellows or New Family Patterns? Organizational Responses to Same-Sex Couples and Non-Traditional Family Structures.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 18-20 October, 2017, Reston, VA.

“Athena Rising: How and Why Men Should Mentor Women.” Naval War College Women Peace Security Conference, 11 August, 2017, Newport, RI.

“Prejudiced Backlash in Subjective Performance Evaluations: Military Women’s Lack of Fit in the Military Profession.” European Research Group on Military and Society, 29 June 2017, Athens, Greece.

“Strange Bedfellows or New Family Patterns? Organizational Responses to Non-traditional Family Structures.” European Research Group on Military and Society, 29 June 2017, Athens, Greece.

“Gender Status and Congruity in Subjective Performance Evaluations.” International Leadership Association Women and Leadership Affinity Group Conference; 11 June, 2017, Rhinebeck, NY.

“Cross-gender Mentoring: How and Why Men Should Mentor Women.” International Leadership Association Women and Leadership Affinity Group Conference; 11 June, 2017, Rhinebeck, NY.

“The Role of Gender in Subjective Performance Evaluations.” 2016 Annual Meeting of the American Sociological Association; 21 August, 2016, Seattle, WA.

“It’s About Priorities: Adaptation Strategies of Dual Military Couples.” Work Family Researchers Network Conference, 23-25 June, 2016, Washington DC.

“Don’t Ask, Don’t Want To Know: A Research Agenda for Same-Sex Military Families.” Work Family Researchers Network Conference, 23-25 June, 2016, Washington DC.

“Evaluating Leadership: Gender and Subjective Performance Evaluations.” Leadership Excellence and Gender Symposium, Purdue University Krannert School of Management; 28-30 March, 2016, West Lafayette, IN.

“The Gendered Military Career: Women and Men’s Early Influences, Attitudes and Intentions.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 29 October – 1 November, 2015, Chicago, IL.

“Gendered Military Family and Career Expectations: Early Influences, Attitudes and Intentions.” 2015 Annual Meeting of the American Sociological Association; 23 August, 2015, Chicago, IL.

“Same-Sex Families in the Military.” 2015 Annual Meeting of the American Sociological Association; 22 August, 2015, Chicago, IL.

“Gendered Military Family and Career Expectations: Early Influences, Attitudes and Intentions.” 2015 European Research Group on Military and Society; 09 June, 2015, Ra’anana, Israel.

“Leadership and Peer Behaviors: Family Issues and Well-being.” Department of Defense Women in Combat Symposium; 29 April – 01 May, 2014, Falls Church, VA.

“Great (Unequal) Expectations: Socializing Women into the Military in the 21st Century.” 2014 Annual Meeting of the American Sociological Association; 16 August, 2014, San Francisco, CA.

“Women as Warriors: Military Women’s Changing Work-Family Expectations.” 2014 Work and Family Researchers Network Conference; 19 June, 2014, New York, NY.

“Warriors as Mothers: The Invisible Work of Military Women Managing Gendered Work-Family Expectations.” 2014 Annual Meeting of the Eastern Sociological Society; 20-23 February, 2014, Baltimore, MD.

“An Officer and a Mother: Changing Work-Family Expectations of Women Midshipmen.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 25-27 October, 2013, Chicago, IL.

“Work and Family Expectations of Military Women Leaders.” International Leadership Association Women and Leadership Affinity Group Inaugural Conference; Building, Bridging, and Blazing Pathways for Women and Leadership: Celebrating the Past, Present, and Future. 10 June, 2013, Pacific Grove, CA.

“Military Women Leading Change in Family and Work.” International Leadership Association Women and Leadership Affinity Group Inaugural Conference; Building, Bridging, and Blazing Pathways for Women and Leadership: Celebrating the Past, Present, and Future. 10 June, 2013, Pacific Grove, CA.

“I’m Proud of What We’ve Achieved’: Military Husbands’ Perspectives on Being Married to Military Women.” Work and Family Researchers Network Conference. 15 June, 2012, New York, NY.

“Role Transitions of Women in Dual Career Couples: A Life Course Perspective.” Women’s Research & Education Institute (WREI) Women in the Military at the Crossroads Ninth Conference on Women in the Military, 27 October 2011, Arlington, VA.

“Changing Family Norms: Dual Military Couples Navigating Institutional Structures.” International Biennial Meetings of the Inter-University Seminar on Armed Forces & Society, 22 October 2011, Chicago, IL.

“It is for us the living...Toward a Service-Warrior Ethos.” With Wesley S. Huey, 11th Biennial Conference of European Research Group on Military and Society (ERGOMAS), 15 June 2011, Amsterdam, The Netherlands.

“It’s About Priorities: Adaptation Strategies of Dual Military Couples.” 11th Biennial Conference of European Research Group on Military and Society (ERGOMAS), 16 June 2011, Amsterdam, The Netherlands.

“Developing Pathways to Families Serving Together: Dual Military Couples’ Life Course and Decision-making.” Joint Women’s Leadership Symposium, 16 March 2011, San Diego, CA.

“Families Serving Together: Military Family Life Course and Decision-making of Dual Military Couples.” 80th Annual Meeting of the Eastern Sociological Society, 20 March 2010, Boston, MA.

PROFESSIONAL ACTIVITIES

Conference Panel Chair/Presenter

“Diversity, Equity and Inclusion.” Eastern Sociological Society Annual Conference; 24 February, 2023, Baltimore, MD.

“Diversity in the Armed Forces.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 15 October, 2021, Reston, VA.

“Allies and Advocates: Men, Women and Leadership.” Uniformed Services University of Health Sciences (USUHS) Women in Combat Summit: Forging the Future: How Servicewomen Enhance the Fighting Force, 09 February, 2021, online.

“The Military’s Process Toward Completing Women’s Integration II: Biases, Identities and Gender Equations.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 10 November, 2019, Reston, VA.

“The Military’s Progress Toward Completing Women’s Integration I: Women Veterans’ Healthcare Challenges and Impact on Political Attitudes and Elections.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 9 November, 2019, Reston, VA.

“Finding and Engaging Male Allies.” Pennsylvania Conference for Women; 2 October, Philadelphia, PA.

“Male Allies and the Power of Inclusive Mentorship.” 2019 Forum to Advance Women’s Leadership in the Global Development Sector, 14 May, 2019, Washington, DC.

“Allies & Mentors: Addressing Bias, Changing Culture, and Building Systems of Inclusion.” Arizona State University and Global Silicon Valley (ASU-GSV) Summit, 9 April, 2019, San Diego, CA.

“The Importance of Mentoring Women.” Presentation with Sheryl Sandberg and Laphonza Butler, MAKERS Conference; 6 February, 2018, Hollywood, CA.

“Military Families.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 18-20 October, 2017, Reston, VA.

“Men & Women as Leadership Allies & Advocates.” Working Mother Media, Leadership Summit for Women in National Security Careers; 21 May, 2017, Washington, DC.

“Gender Partnership Storytalks: What Makes Gender Equality Programs Work.” Working Mother Media, Men as Allies Summit; 8 May 2017, New York City, NY.

“Women in the Force: Operational Issues.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 29 October – 1 November, 2015, Chicago, IL.

“Unique Populations and Methodological Challenges in Studying the Military.” Biennial Conference of the Inter-University Seminar on the Armed Forces and Society; 29 October – 1 November, 2015, Chicago, IL.

David G. Smith

“Integrating Work & Life as a Military Spouse or Couple.” Corbin Forum Leadership Workshop, 15 November, 2014, Boston, MA.

“Beliefs, Attitudes, and Decisions by Service members.” International Biennial Meetings of the Inter-University Seminar on Armed Forces & Society, 24 October 2013, Chicago, IL.

“Military Families and Service: Places and Spaces.” International Biennial Meetings of the Inter-University Seminar on Armed Forces & Society, 21 October 2011, Chicago, IL.

Keynote Speaker

“Men Engaging as Allies for Gender Equity.” Stanford University, 29 February, 2024, online.

“LiveNation International Women’s Day Celebration.” LiveNation, 22 February, 2024, online.

“Becoming and Leveraging Allies in the Workplace: The Power of Gender Collaboration.” Network Ireland Cork, 7 February, 2024, Cork, Ireland.

“Advancing Allyship for All at Amgen.” Amgen, 6 December, 2023, online.

“Cadence Veteran’s Day Celebration.” Cadence, 29 November, 2023, online.

“The Power of Allyship.” Fidelity Investments, 15 November, 2023, Boston, MA.

“Workplace Allies.” Mercer/Marsh-McLennan, 8 November, 2023, online.

“The Power of Inclusive Leadership.” Healthcare Businesswomen’s Association Annual Conference, 6 November, 2023, New York City, NY.

“Rising Athenas, Male Allies, and the Power of Gender Partnership.” Chevron Renewable Energy Group, 1 November, 2023, Ames, IA.

“Leveraging Better Allyship for Gender Equity in Academic Medicine.” Wake Forest University School of Medicine, 18 October, 2023, Winston-Salem, NC.

“Rising Athenas, Male Allies, and the Power of Gender Partnership.” Global Business Leaders in Mining – Diversity Conference, 5 October, 2023, online.

“World-Class Gender Partnership in the Workplace.” Integrating Women Leaders Summit, 4 October, 2023, Indianapolis, IN.

“The Power of Allyship and Gender Partnership.” NIH, 20 September, 2023, Bethesda, MD.

“Women’s Equality Day: Workplace Allies.” US Coast Guard Headquarters, 21 August, 2023, Washington, DC.

“Workplace Allies: Leveraging the Power of Allyship.” Apple, 9 August, 2023, Austin, TX.

“Engaging Men as Allies.” Healthcare Business Women’s Association, 17 May, 2023, New York City, NY.

“Rising Athenas, Male Allies, and the Power of Gender Partnership.” UKG, 16 May, 2023, online.

“Rising Athenas, Male Allies, and the Power of Gender Partnership.” US Coast Guard Senior Executive Leadership Equal Opportunity Seminar, 16 May, 2023, online.

“Leveraging the Power of Allyship.” Graduate Women in Science and Engineering at Boston University, 5 May, 2023, Boston, MA.

“The Power of Allyship and Gender Partnership.” American Rhinologic Society, 4 May, 2023, online.

“Leveraging the Power of Allyship.” Washington College, 27 April, 2023, Chestertown, MD.

“Leveraging the Power of Allyship to Create Sustainable Competitive Advantage.” Drexel University Executive Leadership in Academic Medicine, 26 April, 2023, Philadelphia, PA.

“Developing an Inclusive Mentoring Culture.” Johns Hopkins Carey Business School DEIB Summit, 31 March, 2023, Baltimore, MD.

“The Power of Allyship and Gender Partnership.” Compass Minerals, 20 March, 2023, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” GEODIS, 8 March, 2023, Nashville, TN.

“How Men Can Be Better Allies.” Griffith Foods, 6 March, 2023, online.

“How to Be a Better Ally.” PIMCO Investment Management, 1 March, 2023, online.

“Men As Allies.” Rice University Jones Graduate School of Business Women in Leadership Conference 2023, 10 February, 2023, online.

“Leveraging the Power of Allyship to Create Sustainable Competitive Advantage.” Trane Technologies Leadership Summit, 31 January, 2023, Dallas, TX.

“Male Allyship for Gender Equity.” Chicago Board Options Exchange Leadership Summit, 18 January, 2023, Miami, FL.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Boston Dynamics, 14 December, 2022, Boston, MA.

“The Power of Allyship and Gender Partnership.” Allstate, 7 December, 2022, online.

“The Power of Allyship and Gender Partnership.” Defense Equal Opportunity Management Institute, 7 December, 2022, online.

“How to Be an Ally for Females in MAM.” Johnson and Johnson MAKE Asset Management, 7 December, 2022, online.

“What Great Allies Do.” Medtronic, 16 November, 2022, online.

“Moving Upward with Male Allyship.” Allianz, 9 November, 2022, online.

“The Power of Allyship and Gender Partnership.” University of Washington Foster School of Business, 7 November, 2022, online.

“The Power of Allyship and Gender Partnership.” Morris Nichols, 26 October, 2022, Wilmington, DE.

“What Great Allies Do.” Morgan Stanley, 24 October, 2022, New York City, NY.

“Why and How Men Should Deliberately Engage in Gender Equity Efforts.” Forte Foundation, 12 October, 2022, online.

“What Great Allies Do.” SAP, 12 October, 2022, online

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Capital Group World Without Walls, 11 October, 2022, online.

“The Power of Allyship and Gender Partnership.” Morgan Stanley, 5 October, 2022, online.

“Becoming Intentional Allies.” US Marine Corps Diversity, Equity and Inclusion Seminar, 28 September, 2022, Quantico, VA.

“What Strong Male Allies Do.” Athena By Women in STEM, 26 September, 2022, online.

“Becoming Intentional Male Allies.” Chicago Board Options Exchange, 21 Sep, 2022, Chicago, IL.

“How Do We Get Men to the Gender Equity Table?” Women in Medicine Summit, 16 September, 2022, Chicago, IL.

“The Power of Allyship and Gender Partnership.” Johnson & Johnson, 7 September, 2022, Rariton, NJ.

“Leveraging the Power of Allyship and Gender Collaboration.” Walmart Global Women in Tech Summit, 31 August, 2022, Bentonville, AR.

“What Great Male Allies Do.” Vertex, 22 August, 2022, online.

“How We Can All Be Better Allies in the Workplace.” National Security Agency, 22 July, 2022, Fort Meade, MD.

“Rising Athenas, Male Allies and Power of Gender Partnership.” Department of Homeland Security, Federal Protective Service, 23 June, 2022, online.

“Mentoring and Sponsoring Across Difference: Creating an Inclusive Mentoring Culture.” U.S. Special Operations Command Executive Committee on Diversity and Inclusion, 14 June, 2022, online.

“Men’s Allyship with Women in the Workplace.” SLAC National Accelerator Laboratory, 8 June, 2022, online.

“How We Can All Be Better Allies.” U.S. Naval Academy Sexual Harassment and Assault Prevention Education, 24 May, 2022, Annapolis, MD.

“Engaging Men As Allies in Creating a Better Future for Women at Work.” Global Business Leaders in Mining Diversity Conference, 19 May, 2022, online.

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” U.S. Strategic Command, 19 May, 2022, online.

“Becoming and Leveraging Male Allies in the Workplace: The Power of Gender Collaboration.” Keysight, 18 May, 2022, online.

“Rising Athenas, Male Allies and Power of Gender Partnership.” McShane Companies, 29 April, 2022, online.

“The Power of Gender Partnership.” University of Minnesota, HeforSWE, 27 April, 2022, online.

“Allyship for Senior Leaders.” Teradata, 27 April, 2022, online.

“Rising Athenas, Male Allyship and the Power of Gender Collaboration in the Workplace.” U.S. Army Command and General Staff College, 20 April, 2022, online.

“Becoming Intentional Male Allies.” Canadian Pension Plan Investment Board, 20 April, 2022, online.

“How We Can All Be Better Allies in the Workplace.” Canadian Tire Financial Services, 13 April, 2022, online.

“How Men Can Become Better Allies.” Sterne Kessler, 4 April, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” University of Nebraska Medical Center, Breakthrough Thinking Conference, 30 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” NASA, 28 March, 2022, online.

“The Power of Allyship.” Calix, 25 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Partnership.” Washington Metropolitan Area Transit Authority, 25 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Partnership.” Cowen, 24 March, 2022, online.

“Cultivating a Culture of Cross-Gender Inclusion & Collaboration.” SAP, 15 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” Meltwater, 9 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” Canadian Pension Plan Investment Board, 8 March, 2022, online.

“The Power of Gender Partnerships.” Universal Music Group, 7 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” Eaton, 7 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” Brookfield Properties, 1 March, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” ResMed, 28 February, 2022, online.

“How to be Better Allies in the Workplace and Society.” PayPal UK, 28 February, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” AO North America, 11 February, 2022, Phoenix, AZ.

“Rising Athenas, Male Allyship, and the Power of Gender Partnership.” Ipsen, 9 February, 2022, online.

“Rising Athenas, Male Allyship, and the Power of Gender Collaboration in the Workplace.” Synaptics, 26 January, 2022, San Jose, CA.

“Mentoring Across Difference: Creating an Inclusive Mentoring Culture.” Grant Thornton Inclusion Conference, 10 January, 2022, online.

“Cultivating a Culture of Allyship.” SEI Financial Investments Women’s Leadership Summit, 8 December, 2021, online.

“Maximizing Workplace Relationships With Men.” Boston Scientific EmPowHer Breakfast, 19 November, 2021, Orlando, FL.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” University of Arizona Forbes School of Business and Technology Center for Women’s Leadership, 16 November, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Association of International Certified Public Accountants Women’s Global Leadership Summit, 5 November, 2021, online.

“Power of Allyship and Gender Partnership.” Women Lead Change Conference, 27 October, 2021, Des Moines, IA.

“Mission Critical: The Benefit of Promoting Women.” The Federal Bank of Richmond/Bank on Women/ Risk Management Association, 20 October, 2021, online.

“Why and How Men Should Deliberately Engage in Gender Equity Efforts.” Forte Inclusive Leadership Program, 19 October, 2021, online.

“Becoming Better Mentors and Sponsors With Women.” PepsiCo – Inspira 2021, 28 September, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Shell Oil, 14 September, 2021, online.

“Men As Allies.” Pfizer, 7 September, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Schwab Asset Management Solutions, 1 September, 2021, online.

“Male Allies and the Power of Gender Partnership.” Wells Fargo, 17 August, 2021, online.

“Allies in Leadership.” Massachusetts General Hospital Chiefs Meeting, 8 August, 2021, online.

“Men Supporting Women: How to Be an Inclusive Leader.” Cass Business School, 22 June, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” SC Johnson, 16 June, 2021, online.

“Cultivating a Culture of Allyship.” Apple, 9 June, 2021, online.

“How to Involve Men in Gender Diversity.” University of Amsterdam, Masterclass Diversity & Inclusivity, 7 June, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” OSCE & U. S. Embassy Croatia, 27 May, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” U.S. Embassy Zimbabwe, 18 May, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Army Public Health Center, 6 May, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Alumni Learning Consortium, 21 April, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Yondr, 14 April, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” American College of Emergency Physicians Conference, 10 April, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Utah Women and Leadership Project, 09 April, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” University of Virginia, Darden School of Business, Men As Allies Conference, 02 April, 2021, online.

“Better Allyship, Sponsorship & Gender Partnership.” TIAA, 30 March 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Northeast Executive Advisory Group, 29 March, 2021, online.

“The Power of Allyship.” Verger Capital, 25 March, 2021, online.

“What Great Male Allies and Mentors Do.” Pfizer UK, 22 March, 2021, online.

“The Importance of Allyship and Inclusive Mentorship.” Xilinx, 16 March, 2021, online.

“The Power of Gender Partnership.” D.E. Shaw & Co., 11 March, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” The Hanover Insurance Group, 10 March, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Apple Global Security, 10 March, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Hempel, 08 March, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Bonfire: All Rise, 02 March, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Juniper Networks, 25 February, 2021, online.

“Good Guys: How Men Can Be Better Allies For Women in the Workplace.” University of Toronto, Rotman School of Management speaker series, 24 February, 2021, online.

“Rising Athenas, Male Allies, and the Power of Gender Partnership.” Watermark and VMWare, 10 February, 2021, online.

“Rising Athenas, Male Allies and the Power of Cross-Gender Collaboration.” San Joaquin County Office of Education Women Together Conference, 03 February, 2021, online.

“How to Cultivate Male Allyship.” Society of Women Engineers (SWE) Corporate Partnership Council, 03 February, 2021, online.

“Building a Culture of Male Allyship.” The Conference Board Council on Advancing Women, 27 January, 2021, online.

“Rising Athenas, Male Allies, and the Power of Cross-Gender Relationships.” Massachusetts General Hospital Celebration of Mentoring, 26 January, 2021, online.

“What Do Good Guys Look Like? Male Allyship and Gender Equality.” Harvard Kennedy School Women in Defense, Diplomacy and Development, 25 January, 2021, online.

“How To Be a Good Ally in the Workplace.” Dickinson-Wright Law Firm MLK Day of Service, 18 January, 2021, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Boeing’s Ed Wells Partnership (EWP) Live Series, 07 January, 2021, online.

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” University of Warwick, Warwick Business School – HBR Live, 14 December, 2020, online.

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” Boston College Center for Work and Family Distinguished Speaker Series, 10 December, 2020, online.

“How Men Can Lean In to Strong Allyship With Women.” Lean In Toronto, 24 November, 2020, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Research Triangle Institute (RTI) International, 18 November, 2020, online.

“Rising Athenas, Male Allies and the Power of Gender Partnership.” Watermark Conference, 17 November, 2020, online.

“Why and How Men Should Deliberately Engage in Gender Equity Efforts.” Air Force Special Operations Command (AFSOC) Women’s Leadership Symposium, 28 October, 2020, online.

“The Missing Link in Gender Equity Efforts.” Society for Human Resource Management (SHRM) Executive Network, People and Strategy, Visionaries Conference, 20 October, 2020, online.

“Why and How Men Should Deliberately Engage in Gender Equity Efforts.” Forte Foundation Men As Allies Program, 19 October, 2020, online.

“Leveraging Workplace Relationships With Men.” Women in Medicine Summit, 10 October, 2020, online.

“The Missing Ingredient in Gender and Racial Equality Efforts.” Conference Board Coaching and Leadership Development Council, 17 September, 2020; online.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Women’s Leadership Network, Whitworth University, 13 March, 2020, Spokane, WA.

David G. Smith

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Federal Reserve Bank Boston, 13 February, 2020, Boston, MA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Women in Philanthropy and Leadership Conference, Coastal Carolina University, 11 February, 2020, Myrtle Beach, SC.

“Power of Inclusive Mentorship.” U.S. Naval Academy Leadership Conference, 23 January, 2020, Annapolis, MD.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” U.S. State Department, 22 January, 2020, Washington, DC.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” U.S. Treasury Department, Office of the Comptroller of the Currency, 22 January, 2020, Washington, DC.

“Allies in Action.” Facebook Europe/Middle East/Africa – Women in Infrastructure; 26 November, 2019, Dublin, Ireland.

“How Male Allies Can Partner with Women to Change the Workplace.” Women on Boards 2020 Initiative; 21 November, 2019, Sacramento, CA.

“Allies in Action.” Facebook North America – Women in Infrastructure; 20 November, 2019, Menlo Park, CA.

“How Courageous Allyship and Inclusive Mentorship Can Enhance Gender Relations in the Workplace.” Men and the #MeToo Movement Conference; 15 November, 2019, University of Pennsylvania, Philadelphia, PA.

“How Male Allies Can Partner with Women to Change the Workplace.” Society for Information Management; 11 November, 2019, Dallas, TX.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” West Chester County Bar Association, 24 September, 2019, Malvern, PA.

“Strategic Senior Leadership Forum: Developing a Gender-Inclusive Mentoring Culture.” The Blackstone Group, Inc., 17 September, 2019, New York City, NY.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Keystone National Conference, 16 September, 2019, Reston, VA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Bayer-Monsanto Corporation, 13 September, 2019, St. Louis, MO.

David G. Smith

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Joint Women’s Leadership Symposium, 22 August, 2019, Washington, DC.

“Rising Athenas, Male Allies, and the Power of Cross-Gender Mentorship.” CISCO Women in Science and Engineering Summit, 11 July, 2019, Santa Clara, CA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Forte Foundation Sponsors Meeting, 27 June, 2019, Chicago, IL.

“How To Be Allies Without Fear.” Alstom AWE Conference, 12 June, 2019, Orlando, FL.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Weill Cornell School of Medicine, 6 June, 2019, New York City, NY.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Uniformed Services University of the Health Sciences, 30 May, 2019, Bethesda, MD.

“Rising Athenas, Male Allies and the Power of Inclusive Mentorship.” Dartmouth College, Tuck School of Business, 18 April, 2019, Hanover, NH.

“How to Be Allies Without Fear.” Watermark Conference for Women, 21 February, 2019, San Jose, CA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Defense Intelligence Agency, 05 November, 2018, Washington, DC.

“Rising Athenas & Male Allies: Individual & Systemic Cultural Change.” U.S. Marine Corps (USMC) Expeditionary Warfare School, 29 October, 2018, Quantico, VA.

“Rising Athenas & Male Allies: Individual & Systemic Cultural Change.” Navy Special Warfare Development Group, 12 October, 2018, Virginia Beach, VA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Navy Engineering Duty Officer Captains’ Training Seminar, 08 August, 2018, Washington, DC.

“How to Be Allies Without Fear: Lessons on Trust, Communication and Tangible Steps to Move Forward TOGETHER.” Pennsylvania Conference for Women – Workplace Summit, 07 June, 2018, Villanova, PA.

“The Power of Inclusive Mentorship.” Master Chief Petty Officer of the Navy Leadership Symposium, 30 May, 2018, Leesburg, VA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” U.S. Coast Guard National Capital Region Women’s Mentorship Group and Women’s Leadership Initiative, 14 May, 2018, Alexandria, VA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Healthcare Businesswomen’s Association Building Better Business Connections Event - Optimizing the Role of Male Champions, 04 May, 2018, New York City, NY.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Missouri National Guard Association, 28 April, 2018, Springfield, MO.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Salve Regina University, Pell Center for International Relations and Public Policy, Warrior Women series, 19 April, 2018, Newport, RI.

“The Power of Inclusive Mentorship.” Chief of Naval Operations Strategic Workforce Council, 03 April, 2018, Arlington, VA.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Anita Borg Institute Male Allies Summit, 29 March, 2018, New York City, NY.

“The Power of Inclusive Mentorship.” Women in STEM Gender Summit, 16 March, 2018, Milpitas, CA.

“Male Allies and Inclusive Mentoring.” Women’s Business Forum, 02 March, 2018, Houston, TX.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” North Atlantic Treaty Organization (NATO) International Women’s Day Celebration, 01 March 2018, Norfolk, VA.

“Seeing Is Believing: What Great Leaders and Mentors DO.” USMC Expeditionary Warfare School, 13 October, 2017, Quantico, VA.

“Allies and Mentors: How and Why You Should Develop an Inclusive Approach.” Better Man Conference, 12 September, 2017, San Francisco, CA.

“How and Why Men Should Mentor Women: A Workshop for Men.” Central Intelligence Agency, 21 June 2017, McLean, VA.

“How to Manage Your Male Mentor: A Workshop for Women.” Central Intelligence Agency, 21 June 2017, McLean, VA.

“Seeing Is Believing: Leveling the Playing Field at Work.” US Marine Corps Headquarters Sexual Assault Prevention and Response (SAPR), Gender Bias Summit, 31 May, 2017, Quantico, VA.

“How and Why Male Allies Should Mentor Women in Tech.” Anita Borg Institute, The Role of Male Allies, Advocates, and Mentors in Retaining Women in Tech, 13 March, 2017, New York City, NY.

“How and Why Men Should Mentor Women.” Tufts University, Fletcher School of Law and Diplomacy, Conference on Gender and International Affairs, 03 December, 2016, Medford, MA.

“Athena Rising: How and Why Men Should Mentor Women.” Health Facilities Association of Maryland, 16 November, 2016, Baltimore, MD.

“Why Men Should Mentor Women.” 3 Percent Conference, 03 November, 2016, New York City, NY.

“Mentoring Women: For Men.” Pentagon Women’s Mentoring Network, 17 October 2016, Arlington, VA.

“Women as Leaders: What Do Men Really Think?” Amazing Women - Intelligence/Security Professionals Event, 21 July 2016, Alexandria, VA.

“Dual Military Couples’ Keys to Success.” U.S. Naval Academy Joy Bright Hancock Organization Relationships Dinner, 31 March 2014, Annapolis, MD.

“Societal Trends in American Families: Implications for the Fleet and Military Families.” Navy League of the United States, 11 December, 2013, Annapolis, MD.

“Dual Military Couples’ Keys to Success.” U.S. Naval Academy Joy Bright Hancock Organization Relationships Dinner, 31 March 2013, Annapolis, MD.

“Dual Military Couples’ Keys to Success.” U.S. Naval Academy Joy Bright Hancock Organization Relationships Dinner, 31 March 2012, Annapolis, MD.

“Dual Military Couples’ Keys to Success.” U.S. Naval Academy Joy Bright Hancock Organization Relationships Dinner, 31 March 2011, Annapolis, MD.

Presenter

“World Class Allyship for Gender Equity: Tactics for Everyday Relationships and Systemic Change.” University College of Cork, 7 February, 2024, Cork, Ireland.

“Men As Allies.” Harvard Business School, 29 January, 2024, Cambridge, MA.

“Looking Ahead: Changing the Law Firm Paradigm for Women in Law.” Fordham Law School, 3 November, 2023, online.

“The Power of Allyship and Gender Partnership Workshop.” 1 November, 2023, Ames, IA.

“Inclusive Leadership Lab.” Women in Medicine Summit, 22-23 September, 2023, Chicago, IL.

“Allyship in Action.” Women in Medicine Summit, 22 September, 2023, Chicago, IL.

“The Art (and Science) of Excellent Sponsorship.” SAP Global Women to Watch, 20 September, 2023, online.

“Becoming and Leveraging Allies in the Workplace.” US Coast Guard Affinity Group Leadership Summit, 23 August, 2023, Washington, DC.

“Lifting Up to Move Up – Mentorship/Leadership Training.” National Organization of Bar Counsel Annual Meeting, 2 August, 2023, Minneapolis, MN.

“Workplace Allies: A Conversation with Brad Johnson and David Smith.” Crowe, 13, June, 2023, online.

“Men as Allies: Best Practices for Powerful Gender Partnerships.” Her New Standard Women’s Leadership Development Roundtable, 9 June, 2023, online.

“Leveraging Allyship and Gender Equity for Strategic Advantage.” Syracuse University Maxwell School of Citizenship & Public Affairs, 24 April, 2023, online.

“Women’s History Month Is Over. Now What?” PrismWork RESET: Men, Leadership , and the New World of Work, 11 April, 2023, online.

“Time to Lead: Gaining Influence, Allies, and Sponsors.” Ohio State University – The Women’s Place, 5 April, 2023, online.

“Intentional Allies.” Canada Pension Plan Investment Board, 3 April, 2023, online.

“The Women, Peace and Security Act: Embracing Change to Achieve Operational Objectives.” Women’s Air and Space Power Symposium, 10 March, 2023, online.

“The Modern Leader’s Mini-Lab: Five Things Men Can Do to Increase Their Impact.” RESET: Men, Leadership and the New World of Work, 27 January, 2023, online.

“Panel on Allyship in Gender Equity.” University of Chicago MacLean Lecture Series, 25 January, 2023, online.

“Academy for the Advancement of Women in Law Panel.” Fordham University Law School, 4 November, 2022, online.

“Becoming and Leveraging Allies in the Workplace.” Johns Hopkins University Diversity and Inclusion Conference, 19 October, 2022, online.

“Becoming an Inclusive Male Leader.” Shearman & Sterling, 19 October, 2022, online.

“Supporting Diverse and Inclusive Legal Workplaces 2022: The Benefits of Allyship and Sponsorship.” Practising Law Institute, 17 October, 2022, New York City, NY.

“Ally of Her.” Integrating Women Leaders, 12 October, 2022, online.

“Leadership Insights: Taking Inclusive Leadership From Words to Action.” American College of Healthcare Executives 2022 Fall Virtual Leadership Symposium, 10 Oct, 2022, online.

“State of Allyship-In-Action Panel.” Integrating Women Leaders All In Allyship Summit, 14 September, 2022, online.

“Department of Defense Expert Panel on Diversity and Inclusion in Professional Military Education.” Diversity Management Operations Center, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), 22 August, 2022, online.

“Expanding Equity Panel.” W. K. Kellogg Foundation, 28 July, 2022, online.

“Becoming and Leveraging Allies in the Workplace: The Power of Inclusive Collaboration.” JHU Carey Business School Executive Education Innovative Leadership Program for Prometric, July 14, 2022, online.

“Good Guys: How Men Can Be Allies For Women in the Workplace.” Meta/Rutgers Center for Women in Business, 19 July, 2022, online.

“Leveraging Allyship: A Team’s Competitive Advantage.” JHU Carey Business School Center for Innovative Leadership MBA Challenge, 2 April, 2022, Baltimore, MD.

“Systemic change in the workplace: Is the answer allyship?” Tortoise Media, 25 March, 2022, online.

“Imposter Syndrome.” Johns Hopkins University, Women of Hopkins 10th Annual Conference, 22 March, 2022, online.

“Empowering Women: Corporate Policies and Practices Inspiring Faith-Based Organizations.” World Jewish Congress in parallel with UN Commission on the Status of Women (CSW66), 8 March, 2022, online.

“The Power of Cross-Gender Connection and Collaboration.” Brookfield Properties, 8 March, 2022, online.

“Gender Equity, Diversity & Tech.” Numberly, 7 March, 2022, online.

“The Power of Cross-Gender Connection and Collaboration.” AO North America, 12 February, 2022, Phoenix, AZ.

“Becoming Intentional Male Allies.” Canadian Pension Plan Investment Board, 26 January, 2022, online.

“How Can I Be A More Effective Ally.” London Business School, 31 March, 2021, online.

“Breaking Glass Ceilings: Let’s Talk Allyship for Women.” Microsoft Financial Services’ Diversity & Inclusion event, 12 February, 2021, online.

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” PayPal Author Series, 11 January, 2021, online.

“How Men Can Be Better Allies for Women in the Workplace.” HBR Live Europe, 9 December, 2020, online.

“Male Allyship in the New World of Work.” POWER 2020 Speaker Series, 19 November, 2020, online.

“Cross-pollinating Women, Peace and Security Education.” Women, Peace and Security (WPS) Curriculum Consortium: Teaching the WPS Agenda in a Changing Security Landscape, 22 October, online.

“Rising Athenas, Male Allies and the Power of Cross-Gender Relationships.” Women in Medicine Summit, 9 October, 2020, online.

“Redesigning Work & Family Now and For the Long Run.” Third Path Institute Sustainable Solutions webinar, 8 October, 2020, online.

“Humility and Leadership.” Stanford University Leadership in the New World of Work, 30 September, 2020, online.

“Rising Athenas, Male Allies and the Power of Inclusive Mentoring.” Johns Hopkins University School of Medicine webinar; 16 September, 2020, online webinar.

“The Missing Link in Gender Equality Efforts.” Harvard Business Review webinar series; 28 July, 2020, online webinar.

“The Missing Link in Gender Equality Efforts.” Harvard University Women, Peace and Security course; 27 July, 2020, online webinar.

“How to be a Better Ally.” Navy Leadership and Ethics Center; 24 July, 2020, online webinar.

“What Happens Next?: Father's Day is More than a Day.” Fortune/FairplayLife; 01 July, 2020, online webinar.

“Male Leadership in the New World of Work.” Consultants Collective; 24 June, 2020, online webinar.

“How and Why Men Should Mentor Women.” Schlumberger; 20 May 2020, online webinar.

“Empathy First: How Your Virtual Mentoring Programs Should Shift.” Chronus; 14 May, 2020, online webinar.

“Rising Athenas and Good Guys in a Pandemic: How Leaders Can Accelerate Gender Inclusion During and After the Shutdown.” DeWinter Group; 11 May, 2020, online webinar.

“Why Mentoring in a Remote World is Critical.” Watermark Conference Virtual Office Hours; 05 May, 2020, online webinar.

“National Security: The Inclusion of Women and the Importance of Mentorship.” Naval War College – Issues in National Security Lecture Series; 28 April, 2020, online webinar.

“Rising Athenas, Male Allies and the Power of Inclusive Mentorship.” Diversify Thinking; 22 April, 2020, online webinar.

“Power of Mentorship to Advance Diversity and Inclusion.” Volunteer Vision; 21 April, 2020, online webinar.

“Leadership & Resilience with Mentoring in Changing Times.” Volunteer Vision; 16 April, 2020, online webinar.

“The Future of Work – Women at Work.” Reuters; 13 November, 2019, New York City, NY.

“Better Together: Partnering With Male Allies.” Women in Technology International; 6 November, 2019, Boston, MA.

“Men As Allies.” Federal Reserve Bank of Boston, 11 April, 2019, Boston, MA.

“Navigating the Workplace in a Post #MeToo Era...Now What?” Massachusetts Conference for Women, 06 December, 2018, Boston, MA.

David G. Smith

“In the Wake of #MeToo: What the Workplace Looks Like Now.” Texas Conference for Women, 09 November, 2018, Austin, TX.

“A Conversation on Navigating the Workplace in a Post #MeToo World...Now What?” Pennsylvania Conference for Women – Workplace Summit, 07 June, 2018, Villanova, PA.

“Athena Rising Mentorship Panel.” US Military Academy Corbin Forum, 30 April, 2018, West Point, NY.

“Women in National Security.” Princeton University, Woodrow Wilson School for Public and International Affairs, Center for International Security Studies; 26 April, 2018, Princeton, NJ.

“Rising Athenas, Male Allies, and the Power of Inclusive Mentorship.” Dartmouth College, Tuck School of Business, Men as Allies Symposium and Leadership Summit; 24 February, 2018, Hanover, NH.

"Leading, Mentoring and Working Alongside Women Panel." Naval Academy Women's Network Military-Life Symposium, 04 February, 2017, Annapolis, MD.

“Seeing Is Believing: Leveling the Playing Field at Work.” Commander Naval Air Forces Atlantic Fleet Commanders’ Training Symposium guest speaker, 08 November, 2016, Norfolk, VA.

“Workplace Leadership & Challenging Gender Biases.” Hawkeye-Greyhound Women’s Leadership Forum, 30 September, 2016, Norfolk, VA.

“Seeing Is Believing: Leveling the Playing Field at Work.” Commander Naval Air Forces Commanders’ Training Symposium guest speaker, 20 July, 2016, San Diego, CA.

“Balancing and Maximizing Two Professional Careers For Success.” Commander Naval Air Forces Female Aviator Career Training Symposium guest speaker, 7 June, 2016, San Diego, CA.

“Seeing Is Believing: Leveling the Playing Field at Work.” Naval Inspectors General Conference guest speaker, 24 May, 2016, Washington DC.

The Mask You Live In. U. S. Naval Academy Sexual Assault Awareness Month presenter and moderator, 27 April, 2016, Annapolis, MD.

“Mentoring Women.” U.S. Naval Academy Women’s History Month Guest Speaker, 09 March, 2016, Annapolis, MD.

“Mentoring Women: For Men.” Service Women’s Action Network, Operationalizing Combat Integration, 04 February, 2016, Washington, DC.

“Winning Minds: Mentoring Strategies.” Commander Naval Air Forces Female Aviator Career Training Symposium, 24 June, 2015, San Diego, CA.

“Cultivating Confident Communicators.” 2015 National Association of Collegiate Women Athletics Administrators/NCAA Women’s Leadership Symposium guest speaker, 20 May, 2015, Baltimore, MD.

“Women in Combat.” James Madison University Panel Speaker, 13 April, 2015, Harrisonburg, VA.

“Relationship Red Flags & Resources.” U.S. Naval Academy Sexual Assault Awareness Month Guest Speaker for faculty and staff U.S. Naval Academy, 21 April, 2015, Annapolis, MD.

“Healthy Intimate Relationships.” U.S. Naval Academy Sexual Assault Awareness Month Guest Speaker for midshipmen. U.S. Naval Academy, 14 April, 2015, Annapolis, MD.

“Military Families and Relationships.” U.S. Naval Academy Marriage Workshop Speaker and Facilitator, 07 March, 2015, Annapolis, MD.

“Dual Military Couples’ Relationships and Keys to Success.” Commander Naval Air Forces Female Aviator Career Training Symposium, 12 September, 2014, San Diego, CA.

“Relationship Red Flags & Resources.” U.S. Naval Academy Sexual Assault Awareness Month Guest Speaker for faculty and staff U.S. Naval Academy, 24 April, 2014, Annapolis, MD.

“Healthy Intimate Relationships.” U.S. Naval Academy Sexual Assault Awareness Month Guest Speaker for midshipmen. U.S. Naval Academy, 16 April, 2014, Annapolis, MD.

“Military Families and Relationships.” U.S. Naval Academy Marriage Workshop Speaker and Facilitator, 29 March, 2014, Annapolis, MD.

“Developing Pathways to Families Serving Together: Dual Military Couples’ Life Course and Decision-making.” Navy Personnel Command, Office of Women’s Policy (N134W), 26 July 2010, Arlington, VA.

“Dual Military Couples: Identity Formation, Negotiation, and Associated Work and Family Outcomes.” Maryland Population Research Center, 06 March, 2009, College Park, MD.

Podcasts

The Emotional Labor Podcast - David Smith (17 November, 2023).

<https://sites.libsyn.com/469530/the-emotional-labor-podcast-david-smith>

“Bringing Men to the Table with the Good Guys.” Parity Podcast (30 August, 2023).

<https://www.par-ity.com/podcast/season-3-ep-5-bringing-men-to-the-table-with-the-good-guys>

“Lessons On Inclusive Leadership From a Naval Aviator.” Company of Dads Podcast (18 July, 2023).

<https://thecompanyofdads.com/podcasts/lessons-on-inclusive-leadership-from-a-naval-aviator/>

“Good Guys w/ The Workplace Allies.” Building Good Podcast (22 August, 2023).

<https://www.buildinggood.ca/podcast/season-5/good-guys-w-the-workplace-allies/>

C-Change Show- Changing Business Culture for GOOD (10 August, 2023).

<https://www.buzzsprout.com/1861980/13382082-s2-e64-dr-david-smith-associate-professor-at-johns-hopkins-university-carey-business-school>

“Inspiring Voice - Brad Johnson & David Smith – Guides.” Be Your Own Inspiring Voice Podcast (11 May, 2023).

https://blubrury.com/inspiring_voice/96362932/inspiring-voice-brad-johnson-david-smith-guides/

“Improving Gender Relations in the Workplace and Beyond with: Dr. David Smith.” Let’s Have This Conversation Podcast (31 March, 2023).

<https://podcasters.spotify.com/pod/show/kevin-mcshan/episodes/Improving-Gender-Relations-in-the-Workplace-and-Beyond-with-Dr--David-Smith-e21g1uv>

“Leadership Unboxed with David Smith.” Leadership: Unboxed Podcast (5 March, 2023).

<https://www.iheart.com/podcast/338-leadership-unboxed-108354066/episode/david-smith-109204215/>

“Moving the Needle on Gender Equity.” Navigating Forward Podcast (28 February, 2023).

<https://navigatingforward.buzzsprout.com/1612912/12317395-moving-the-needle-on-gender-equity-with-david-smith-and-brad-johnson>

“Good Guys: The Power of Male Allyship.” Have You Had This Conversation Podcast (19 January, 2023).

<https://podcasts.apple.com/us/podcast/good-guys-the-power-of-male-allyship/id1588093537?i=1000595424394>

“How Men Can Be Workplace Allies for Women.” Ascend & Transcend Podcast (7 February, 2023).

<https://podcasts.apple.com/us/podcast/ep-54-how-men-can-be-workplace-allies-for-women/id1544149289?i=1000598386774>

“How Men Can Be Better Allies for Women.” Ambition Theory Podcast (2022, December 15). <https://ambitiontheory.com/how-men-can-be-better-allies-for-women-with-brad-johnson-and-david-smith/>

“The Importance of Men as Allies and Mentors for...” Women, Career & Life Podcast (2022, November 9). <https://www.womencareerandlife.com/podcast/episode/1cbe6114/the-importance-of-men-as-allies-and-mentors-for-women-in-the-workplace-a-conversation-with-prof-david-smith-assoc-prof-carey-school-of-business-johns-hopkins-university>

“How to Activate Your Allies and Close the Gender Leadership Gap.” Bossed Up Podcast (2022, July 26). <https://www.bossedup.org/podcast/episode360/>

“Ending Mansplaining.” Women Lead Radio - Connected Women of Influence (2022, July 4). <https://connectedwomenofinfluence.com/ending-mansplaining/>

“Deflection and Male Allyship.” Inclusion Catalyst podcase (2022, May 31). <https://inclusioncatalyst.com/2022/05/31/deflection-and-male-allyship/>

“All-In Allies.” Speak With Presence Podcast – Voice First World (2022, April 5). <https://speakwithpresence.libsyn.com/tbd-david-smith-brad-johnson>

“You’re ‘Shoulding’ All Over Yourself (Don’t Let Fear Get the Best of You).” Time Out – A Fair Play Podcast (2022, March 23). <https://www.iheart.com/podcast/1119-time-out-a-fair-play-podc-91037429/episode/youre-shoulding-all-over-yourself-dont-94530602/>

“Allyship in the Workplace.” AO Access to Success podcast (2022, February 8). <https://open.spotify.com/episode/53RCpC7EK87QDGCwunyh0f>

“How We Can Be Better Allies For Women – David Smith, PhD.” The Ultrahabits Podcast (2021, November 10). <https://open.spotify.com/episode/1daTm8aPNSJ6aQZW6ci6o8?si=15ee5a4bb0a04c83&nd=1>

“Dave Smith and Brad Johnson: Men Can Be Better Allies.” The Visible Voices Podcast (2021, September 13). <https://www.thevisiblevoicespodcast.com/episodes/el-ggkbFMlhi1rU9tVZJ1w>

“Good Guys” Dr. Brad Johnson & Dr. David Smith.’ Leadership and Loyalty Podcast (2021, August 1). <https://www.podchaser.com/podcasts/leadership-and-loyalty-1298/episodes/12-good-guys-dr-brad-johnson-d-96045408>

“Dave Smith and Brad Johnson on Men as Allies for Women at Work.” The Indigo Podcast (2021, June 8). <https://www.indigotogether.com/indigopodcast/good-guys>

“David Smith and Brad Johnson on the Playbook for Male Allies at Work.” Curious Minds at Work Podcast (2021, May 10). <https://www.gayleallen.net/cm-187-david-smith-and-brad-johnson-on-the-playbook-for-male-allies-at-work/>

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” Total Picture podcast (2021, March). <https://www.totalpicture.com/good-guys-how-men-can-be-better-allies-for-women-in-the-workplace/>

“How Men Can Be Better Allies for Women in the Workplace.” The Alex Tremble Show podcast. (2021, March 31). <https://the-alex-tremble-show.captivate.fm/episode/david-smith>

“Modern Male Allyship: Gender Solidarity with Good Guys Authors Dave Smith and Brad Johnson.” The Will To Change Podcast (2021, March 17). <https://podcasts.apple.com/us/podcast/e155-modern-male-allyship-gender-solidarity-good-guys/id1208603357?i=1000513600481>

“How Men Can Be Allies.” The 411k Podcast (2021, March 5). <https://podcasts.apple.com/us/podcast/055-how-men-can-be-allies/id1480119778?i=1000511700109>

“Wanted: A Few Good Men.” The Boss Lady Podcast (2021, February 23). <https://podcasts.apple.com/us/podcast/wanted-a-few-good-men/id1524333841?i=1000509678743>

“Gender Equality, Workplace Allies & Cross-Gender Mentorship.” Earful of Leadership “Good Guys: Allies in the Workplace.” Psychologists Off the Clock Podcast (2021, February 17). <https://offtheclockpsych.com/goodguys/>

Podcast (2021, February 17). <https://podcasts.apple.com/us/podcast/ep-10-gender-equality-workplace-allies-cross-gender/id1538326769?i=1000509618206>

“How To Be A Male Ally At Work: David Smith and Brad Johnson.” The Fix Podcast with Michelle King (2021, February 11). <https://thefixpodcast.podbean.com/e/how-to-be-a-male-ally-at-work-david-smith-and-brad-johnson/>

“Good Guys: Beyond Intent to Impact with David Smith and Brad Johnson.” The Will To Change podcast (2021, January). <https://podcasts.apple.com/us/podcast/e143-good-guys-beyond-intent-to-impact-david-smith/id1208603357?i=1000504010882>

“How Men Can Be Better Allies for Women in the Workplace.” Women Worldwide Network 2020 podcast (2021, January 15). <https://www.womenworldwideshow.com/where-are-the-good-guys-in-business/>

“David Smith and Brad Johnson on How Men Can Be Better Allies for Women in the Workplace.” Beyond The To-Do List podcast (2020, December 29).

<https://beyondthetodolist.com/357>

"Allyship in the workplace." Get Yourself a Job podcast hosted by Brandon Maslan and Jennifer Hill (2020, November 9). <https://podcasts.apple.com/us/podcast/allyship-in-the-workplace/id1110454925?i=1000498237784>

“The Good Guys: Mentoring Women and Creating Allyship in the Workplace with David G. Smith and W. Brad Johnson.” What’s Next podcast hosted by Tiffani Bova (2020, November 5).

<https://podcasts.apple.com/us/podcast/whats-next-with-tiffani-bova/id1262213009>

“How Those With Power and Privilege Can Help Others Advance.” HBR IdeaCast hosted by Alison Beard (2020, October 27). <https://hbr.org/podcast/2020/10/how-those-with-power-and-privilege-can-help-others-advance>

“Are You A Good Guy? with Drs. Brad Johnson & David Smith.” Behind the Mask-ularity podcast hosted by Christian Lopez (2020, October 26).

<https://www.audible.com/pd/Are-You-A-Good-Guy-with-Drs-Brad-Johnson-David-Smith-Podcast/B08L2BWP35>

“Dave Smith, Professor at the US Naval War College, and Brad Johnson, Professor at the US Naval Academy.” Scott Becker Business podcast hosted by Scott Becker (2020, October 13). <https://beckergrouppbusinessleadership.com/dave-smith-professor-at-the-us-naval-war-college-and-brad-johnson-professor-at-the-us-naval-academy/>

“How Good Guys Can Be Better Allies to Women | with Brad Johnson & David Smith.” The Daily Helping podcast hosted by Dr. Richard Shuster (2020, October 12).

<https://www.thedailyhelping.com/ep-176-how-good-guys-can-be-better-allies-to-women-with-brad-johnson-david-smith/>

“How to be One of the “Good Guys.” Next Pivot Point podcast hosted by Julie Kratz (2020, October 11). <https://nextpivotpoint.com/how-to-be-one-of-the-good-guys-with-brad-johnson-and-david-smith/>

“Good Guys: How Men Can Be Better Allies for Women in the Workplace.” Drive Thru HR podcast hosted by Michael Vandervort and Robin Schooling (2020, October 9).

<https://podcasts.apple.com/pk/podcast/good-guys-how-men-can-be-better-allies-for-women-in/id387381543?i=1000494184686>

“David Smith and Brad Johnson on their book, Good Guys.” Off the Shelf podcast hosted by Dr. Laura Sabbattini (2020, October 6). <https://www.conference-board.org/blog/podcasts/Off-The-Shelf-Good-Guys>

“How Not To Think about...Women in the Workplace. Episode 1: How Men Can Do More.” How Not to Think podcast hosted by Howard Rankin (2020, September 16, 2020). <https://www.buzzsprout.com/730841/5473975-how-not-to-think-about-women-in-the-workplace-episode-1-how-men-can-do-more>

“Men as Mentors and Enablers of Women in Peace & Security.” Daniel K. Inouye Asia-Pacific Center for Security Studies WPS Conversations with Thought Leaders hosted by Dr. Saira Yamin and Dr. Al Shimkus. (2020, September 9). <https://www.youtube.com/watch?v=fGcOPTQht7k>

“Overcoming Barriers to Women’s Leadership and Unlocking the Power of Diversity for Men and Women.” Gender Diversity Master Class hosted by Jenelle Cobb. (2020, July 21). <https://genderdiversitymasterclass.com>

“On Mentorship, Allyship, and Being a Good Guy.” The Growth Edge hosted by Laurie Baedke. (faculty member and Director of Healthcare Leadership Programs at Creighton University). (2020, July 6). <https://growthedge.libsyn.com/david-smith-phd-on-mentorship-allyship-and-being-a-good-guy>

“Dual-Military Couples and Women in the Military: Balancing Career & Family.” Military Families Learning Network hosted by Jennifer Rea. (2020, June 6). <https://militaryfamilieslearningnetwork.org/podcast/dual-military-couples-and-women-in-the-military-balancing-career-family/>

“What we're learning from #WFHLife about gender equity in the Tech community with Brad Johnson and David Smith.” Mojo Maker for Womxn in Tech hosted by Karen Worstell. (2020, June 2). <https://open.spotify.com/episode/5NXKkBYgv8gGkcL04SY9Jv>

“Helping Men Help Us.” HBR Women at Work hosted by Amy Bernstein and Amy Gallo. (2020, June 1). <https://hbr.org/podcast/2020/06/helping-men-help-us>

“How to be a Good Guy.” Work and Life hosted by Stewart Friedman. (2020, May 30). <https://www.workandlifepodcast.com/blog/david-smith-how-to-be-a-good-guy>

“Why men should mentor women? A conversation with David Smith.” The WorkLife HUB hosted by Agnes Uherezeczky. (2020, May 20). <http://worklifehub.com/podcasts/david-smith>

“Mentoring Women with David Smith.” Out of the Comfort Zone hosted by Wanda Wallace. (2020, May 1). <https://www.voiceamerica.com/episode/123189/mentoring-women-with-david-smith>

“Mentoring in the era of social distance with David Smith.” Partner Podcast hosted by Scott Love. (2020, April 8). <https://attorneysearchgroup.com/the-partner-podcast>

“Developing diversity and inclusion (with an emphasis on gender equity) through mentorship, sponsorship and ally ship as it relates to business outcomes and development with David Smith.” Partner Podcast hosted by Scott Love. (2020, March 17).

<https://attorneysearchgroup.com/the-partner-podcast>

“Wonder Women in Business Ally, David Smith.” Wonder Women in Business hosted by Susan Freeman. (2019, December 8).

<https://freemanmeansbusiness.com/blog/2019/12/8/wonder-women-in-business-ally-dr-david-smith>

“When Men Mentor Women.” HBR Ideacast hosted by Sarah Green Carmichael. (2018, October 23).

<https://hbr.org/podcast/2018/10/when-men-mentor-women>

“Women Need Mentors Not Rescuers.” She Breaks the Mold hosted by Janet Whalen.

(2018, June 6). <https://open.spotify.com/episode/1Kg3u7vEDtr28ICmCkLuKH>

“Two Dudes Writing About Women.” Unraveling Pink hosted by Amy Rogaski. (2018, April 16).

<https://unravelingpink.com/2018/04/09/two-dudes-writing-about-women-with-david-smith/#more-850>

“Calling a Few Good Men – Why and How Men Should Mentor Women.” The Will to Change hosted by Jennifer Brown. (2017, November 28).

<https://jenniferbrownspeaks.com/2017/11/28/calling-a-few-good-men-why-and-how-men-should-mentor-women/>

“Men Mentoring Women and Networking Beyond Bias.” Next Pivot Point hosted by Julie Kratz. (2018, September 11).

<https://nextpivotpoint.libsyn.com/men-mentoring-women-and-networking-beyond-bias-with-dr-david-smith-and-amy-waninger>

“Athena Rising.” Building the Future hosted by Kevin Hart. (2017, October 19).

<https://soundcloud.com/buildingthefuture/episode-191-with-w-brad-johnson-phd-david-smith-phd>

“Athena Rising.” Leadership and Loyalty hosted by Dov Baron. (2017, March 10).

<https://open.spotify.com/episode/4v5Jkesq0QfTso7Mip9Oeg>

Reviewer

Books

- 2023 Palgrave Macmillan
- 2022 University of Virginia Press
- 2021 Harvard Business Review Press
University of Virginia Press
- 2020 Harvard Business Review Press
Palgrave Macmillan

2019 Harvard Business Review Press

Journals

- 2023 Armed Forces & Society
Gender & Society
Social Problems
- 2022 Armed Forces & Society
Social Sciences
Social Problems
Consulting Psychology Journal: Practice and Research
- 2021 Armed Forces & Society
Canadian Journal of Chemical Engineering
Consulting Psychology Journal: Practice and Research
- 2020 Journal of Experimental Social Psychology
Canadian Journal of Chemical Engineering
Consulting Psychology Journal: Practice and Research
Sex Roles
Gender & Society
Armed Forces & Society
- 2019 Armed Forces & Society
Sex Roles
- 2018 Armed Forces & Society
Journal of Women, Politics, and Policy
- 2017 Armed Forces & Society
- 2016 Armed Forces & Society
American Journal of Public Health
- 2015 Military Medicine
Military Behavioral Health
- 2014 Sociological Perspectives
Military Behavioral Health
- 2013 Sex Roles
Armed Forces & Society

ACTIVE RESEARCH PROJECTS

How Gender-Equitable Leaders Can Change the Way We Work and Live. HBR Press book contract with Brad Johnson, U.S. Naval Academy. We need full allyship with men and women partnering to lead systemic change that will revolutionize the workplace. This includes how we fundamentally think about, do, and value unpaid work in the context of our lives outside of work. To achieve the ambitious goal of finishing the gender revolution in a generation, we propose an audacious challenge to all leaders: rethink and restructure paid work to 1) allow men to assume their gender-equitable roles as partners, parents, and community leaders, and 2) encourage full engagement of women in the workforce, increasing company performance and ultimately an unprecedented rise in global GDP by 26% or 28 trillion dollars. We will show how nothing will put the gender

revolution on the fast track like enabling women and men as leaders to collaborate in a unique mission of integrating work and life that allows men to participate in their family roles fully and equally, and women to reach their full work career potential. This book will be the first toolbox for equipping and empowering male leaders to step up to creating a workplace that values the integration of work and life. With practical advice and first-hand examples from both male and female interviewees, we show how men and women can work together at the top of their organizations to make real, systemic change toward gender equity.

Bias in Performance Evaluations. With Judith Rosenstein and Margaret Nikolov, U. S. Naval Academy. This project on gender bias analyzes a multi-year dataset of peer and supervisory performance evaluations using objective rankings and subjective attributes. As women increase participation in traditionally male occupations, gender stereotypes and bias continue to create challenges in advancement to higher levels of leadership. Biased performance evaluations provide negative feedback to women that may hinder career aspirations and retention as well as limit their ability to promote in the organization. Role congruity theory (Eagly & Karau, 2002) posits that women will be evaluated less positively than men in masculine roles such as managerial and organizational leadership. Using a peer performance evaluation system database at the U.S. Naval Academy, we analyze a semester cross-section of subjective peer evaluation attributes assigned to all students across all four class years for gender bias. While subjective performance evaluations may allow for more gender bias, as men and women continue working together they may begin to change stereotypical perceptions based on counter-stereotypical performance and for the military women in this research, trust and confidence in their talent and competence as leaders.

TEACHING

Courses taught at JHU (2021-present)

Behavioral Science: Leading Change (MBA)
Corporate Strategy (MBA)
Strategic Management (MBA)
Organizational Management (Undergraduate business minor)
Leading Inclusively (Executive education)

Courses taught at USNWC (2017-2021)

LPA – Leadership in the Profession of Arms
NSDM (PA) – National Security Decision Making – Policy Analysis
NSDM (DM) – National Security Decision Making – Behavioral Decision Making
NSDM (LC) – National Security Decision Making – Leadership Concepts
WE767 – Gender, Work and Family for Leaders

Courses taught at USNA (2010-2017)

NL100 – Learning to Follow
NL110 – Preparing to Lead
NE203 – Ethics and Moral Reasoning for the Naval Leader
NL286/330 – Sociology of Marriage and Families
NL360 – Culture and Leadership
NL485 – Sociological Self-Concept and Identity Studies
NL485A/C – Gender and Leadership
NL495A – Gender Bias and Performance
NL495B – Gender Integration in the military: Cultural Comparisons

Other Graduate School Courses (Uniformed Services University of the Health Sciences)

Fall/Winter 2016-17 MP0505-Social Psychology

Teaching Assistant (University of Maryland Sociology Department)

Fall 2007 SOCY464 – Military Sociology (Professor David R. Segal)

Curriculum Development

2023 Business of Healthcare, Developing Strategy Module—JHU Executive Education

2023 Strategic Management – Pilot review of DEIB content integration

2022-2023 Leading Inclusively –JHU Executive Education course

2021-2022 Organizational Management – JHU undergraduate business minor course.

2020-2021 LPA – Leadership in the Profession of Arms expanded curriculum development.

Spring 2020 LPA – Leadership in the Profession of Arms.

Spring 2019 NSDM (PA) – Policy Analysis. Co-created lessons for “Cognitive Factors” and “Organizational Behavior and Culture” for National Security Decision Making (NSDM). This course is designed to engage graduate students in the complexities of today's national and international security environment with a strong emphasis on regional security issues.

David G. Smith

- Winter 2018 WE767 – Gender, Work and Family for Leaders. Created this first ever elective offering at the U.S. Naval War College to explore gender, work and family in the context of leadership by focusing on social scientific research in sociology, psychology, political science, economics, management, organizational behavior, women’s studies and leadership that illuminates the difficulties women experience in attaining and being seen as effective in top leadership positions.
- Fall 2018 NSDM (DM) - Behavioral Decision Making. Co-created innovative national security studies curriculum employing behavioral economics, cognitive psychology and neuroscience to understand the decision making process for national security leaders.
- Fall 2014 NL485C Gender and Leadership
Developed new social psychology elective and taught first offering.
- Summer 2014 NL360 Culture and Leadership
Co-developed a new experiential research exercise in NL360, Culture and Leadership, that places students in the field to collect data through a cultural experience with the Akwesasne Native Indian community that is part of the Mohawk Nation located in Canada and the US over the St. Lawrence River.
- Fall 2013 NL110 Curricular change incorporating new content on social perception, bias, prejudice, emotional intelligence, culture and socialization.
- Spring 2012 NL286/330 Sociology of Marriage and Families
Developed new sociology elective and taught first offering.

Student Development/Advising

- 2018-2021 Advised and guided 4 Masters student theses for the Stockdale Leader Development Concentration (SLDC) as the thesis adviser.
- 2018-2019 Advised and guided an EdD candidate in the University of Southern California (USC) Rossier School of Education in their dissertation proposal and defense as a committee member.
- 2015-2017 U.S. Naval Academy Omicron Delta Kappa (ODK) National Leadership Honor Society Circle Faculty Advisor

David G. Smith

2014-2017	U.S. Naval Academy Lean In Circle Mentor and Advisor for 10 students
2013-2017	U.S. Naval Academy Wounded Warrior Internship Program Coordinator. Established a DoD Wounded Warrior Internship, coordinated logistics, developed a teaching assistant plan, and mentored a Wounded Warrior.
2011-2017	Independent study academic advisor for 5 students in the United Kingdom International Scholars Program (Rhodes/Marshall Scholars)
2010-2013	Academic advisor for 32 first year students at the U.S. Naval Academy
2010-2017	Academic advisor for 6 students on intercultural exchange semesters abroad (China, Japan, Morocco, Oman, Ukraine)
2010-2017	Intercultural Development Inventory (IDI) Assessment – Conducted pre and post-experience assessment interviews for students who completed intercultural exchange programs

INSTITUTIONAL SERVICE

2023-present	Co-Lead, JHU Carey Business School Gender and Work Initiative
2023-present	Co-Chair, JHU Carey Business School Council for Equity and Belonging
2022-present	Member, JHU Carey Business School Diversity Initiatives in Faculty Hiring Committee
2022-present	JHU Center for Innovative Leadership MBA Challenge
2022-present	Emerald Publishing, The Case For Women case writing competition judge
2022-present	JHU Center for Innovative Leadership Core Faculty Member
2022-present	Course Lead, Strategic Management, JHU Carey Business School
2021-present	Member, JHU Carey Business School Grade Appeals Committee
2020-2021	Chair, USNWC College of Leadership and Ethics Faculty Search Committee

David G. Smith

2020	Member, USNWC President's Advisory Committee on Faculty Shared Governance
2020	Member of the Naval Community College Curriculum Working Group
2019-2020	Member of the Naval Community College Curriculum Development Committee
2019	Chair and member of the review panel for the 2019 USNWC Ambassador (ret) Judy McLennan essay prize for Women, Peace and Security.
2018	Member, USNWC Departmental Faculty Search Committee
2016	Member, USNA Vice Academic Dean Search Committee
2014-2017	Co-Chair, Middle States Commission for Higher Education, Working Group
2013-2017	Member, USNA Sexual Assault Prevention Program Advisory Panel
2011-2017	Member, USNA Sexual Harassment and Assault Prevention Education Coordination Team
2011	Member, USNA Aviation Community Selection Board
2010-2017	USNA Honor Remediation, Dignity and Respect Remediation Officer
2010-2017	Chair, USNA Faculty Senate Faculty-led Cultural Opportunities Committee
2010-2011	Co-chair, USNA Military Teaching Awards Committee
2009	Member, University of Maryland Sociology Department Academic Search Committee

PROFESSIONAL AFFILIATIONS AND OFFICES

- Board Member, RISEQUITY
- Board Member, 20-First
- Board Member, PROMOTE
- Council Member, Inter-University Seminar on Armed Forces and Society

David G. Smith

- Member, American Sociological Association
- Website Manager, Peace, War and Social Conflict Section of American Sociological Association
- Fellow, Inter-University Seminar on Armed Forces and Society
- Member, International Leadership Association and the Women's Leadership Affinity Group
- Member, Work and Family Researchers Network
- Member, Eastern Sociological Society
- Member, European Research Group on the Military and Society
- Member, Sea Service Leadership Association
- Member, Military Women's Health Research Interest Group
- Member, Navy Operational Stress Control Governance Board

PROFESSIONAL CERTIFICATIONS

2010-Present	Certified Assessment Counselor, Intercultural Development Inventory (IDI) measuring intercultural competence
2011-Present	Certified Practitioner of the Myers-Briggs Type Instrument (MBTI) Step I and II Instruments measuring personality types