

Steve Granger

Haskayne School of Business, University of Calgary

2001-123 10 Ave SW, Calgary, Alberta, T2R 1K8

Email: steven.granger@ucalgary.ca

Phone/text: +1 (587) 966-5463

Website: stevegranger.org

(Updated: April 2021)

Education

Doctor of Philosophy, Organizational Behaviour Haskayne School of Business, University of Calgary, Canada Advisor: Dr. Nick Turner	Expected 2021
Master of Science, Organizational Behaviour Asper School of Business, University of Manitoba, Canada Advisor: Dr. Lukas Neville	2016
Bachelor of Arts (Hons.), First Class Honours, Psychology University of Manitoba, Canada Advisor: Dr. Marian Morry	2014

Honours and Awards

Global Open Doctoral Scholarship (\$5,000)	2020
Chancellor's Challenge Graduate Scholarship (\$5,000)	2020
SSHRC Doctoral Fellowship (\$40,000)	2019-2021
Queen Elizabeth II Graduate Scholarship (\$15,000)	2018-2019
University of Calgary Faculty of Graduate Studies Travel Award (\$750)	2017
University of Manitoba Faculty of Graduate Studies Travel Award (\$750)	2016
Best Student Poster Award, Hickson Research Day (\$100)	2016
Tri-Council Master's Supplement Award (\$17,500)	2015-2016
Best Student Poster Award, Hickson Research Day (\$100)	2015
Tri-Council Top-Up Award (\$5,000)	2014-2015
Asper School of Business SSHRC Recognition Top-Up (\$1,750)	2014-2015
SSHRC Canada Graduate Scholarship (CGS-M; \$17,500)	2014-2015
UMSU Scholarship, University of Manitoba (\$750)	2011
Dean's Honour List, University of Manitoba	2010-2014

Publications

Peer Reviewed Papers

5. Caza, B. B., Reid, E. M., Ashford, S. J., & **Granger, S.** (Accepted). Working on my own: Measuring the challenges of gig work. *Human Relations*.
4. Turner, N., **Granger, S.**, Tucker, S., Deng, C., & Kelloway, E. K. (In press). Parents' work injuries and children's mental health: The moderating role of children's work centrality. *Journal of Safety Research*.
3. **Granger, S.**, Turner, N., & Grocutt, A. (In press). The next best safety dollar: Using evidence to decide how to invest in workplace safety. *Organizational Dynamics*.

2. **Granger, S.**, Neville, L., Turner, N. (2020). Political knowledge at work: Conceptualization, measurement, and applications to follower proactivity. *Journal of Occupational and Organizational Psychology*, 93(2), 431-471.
1. Cameron, J. J., & **Granger, S.** (2019). Does self-esteem have an interpersonal imprint beyond self-reports? A meta-analysis of self-esteem and objective interpersonal indicators. *Personality and Social Psychology Review*, 23(1), 73-102.

Book chapters, entries, reprints, editorials

Cameron, J. J., & **Granger, S.** (2016). Self-esteem and belongingness. In Zeigler-Hill, V., & Shackelford, T. (Eds.) *Encyclopedia of personality and individual differences*.

Technical Reports

Deng, C., Granger, S., Raby, S., & Turner, N. (2021). Human resource management practices and work injury rates in Alberta small- and medium-sized firms. Edmonton, Alberta: Government of Alberta.

Granger, S., & Turner, N. (2018). Disentangling the relationship between social anxiety and work outcomes: The dynamic roles of coping and substance abuse. Winnipeg, Manitoba: Liquor and Gaming Authority of Manitoba.

Selected Manuscripts Submitted or in Preparation

Granger, S & Turner, N. A critical review of psychological research on workplace safety. Revise-and-resubmit at the *Journal of Safety Research*.

Weinhardt, J. M., **Granger, S.**, Morse, B., & Vancouver, J. B. Assessing the influence of self-efficacy and goals on training performance. Under review at the *Journal of Applied Psychology*.

Turner, N., Deng, C., **Granger, S.**, Tucker, S., & Shafqat, R. Young workers and safety: A critical review of the research. Under review at *Safety Science*.

Granger, S. Work injury and mental health: A meta-analysis. In preparation for submission to the *Journal of Occupational Health Psychology*.

Barling, J., **Granger, S.**, Weatherhead, J., & Turner, N. Persistence and timing of family socioeconomic adversity and affluence and children's later leadership role occupancy. In preparation for submission to the *Journal of Occupational and Organizational Psychology*.

Granger, S., Caza, B. B., Reid, E., & Ashford, S. J. Professional gig workers' resilience during COVID-19. In preparation for submission to the *Journal of Vocational Behavior*.

Grocutt, A., **Granger, S.**, Turner, N., & O'Neill, T. A. Human resource management systems and employee injuries: Worker involvement and work intensification as competing mechanisms. In preparation for submission to *Journal of Occupational and Organizational Psychology*.

Turner, N., Deng, C., **Granger, S.**, Tucker, S., & Dueck, P. M. Physical hazards, fear of injury, and safety voice among young workers: Do perceptions of invulnerability matter? In preparation for submission to *Journal of Safety Research*.

Grocutt, A., **Granger, S.**, Turner, N., Fordham, M., & Chmiel, N. All together now? The relative influence of sources of support for safety on safety outcomes. In preparation for submission to *Journal of Safety Research*.

- Isola, C., **Granger, S.**, Turner, N., LeBlanc, M. M., & Barling, J. Intimate partner aggression and victims' withdrawal from work: Competing roles of partner interference with work and supportive supervision. In preparation for submission to *Psychology of Violence*.
- Barling, J., **Granger, S.**, Pupco, S., Turner, N., & Weatherhead, J. Children's self-control mediates the effects of early socioeconomic status on later leadership role emergence: A multi-source lifespan study. In preparation for submission to *Journal of Occupational and Organizational Psychology*.
- Granger, S.**, Turner, N., Hershcovis, S., & Bruning, P. Consequences of work injuries on mental health among hospital personnel: The role of post-injury social support. In preparation for submission to the *Journal of Occupational Health Psychology*.
- Caza, B. B., Caza, A., & **Granger, S.** Entrepreneurial identity and resilience: An experience sampling approach. In preparation for submission to *Academy of Management Journal*.
- Weatherhead, J., Weinhardt, J. M., & **Granger, S.** Equality attitudes and leadership role occupancy. In preparation for submission to the *Journal of Applied Psychology*.
- Deng, C., Turner, N., **Granger, S.**, Grocutt, A., & Mantel, R. Human resource management practices and organizational injury rates: A meta-ethnographic approach with counterfactual reimmersion. In preparation for submission to *Academy of Management Discoveries*.
- Caza, B. B., Reid, E., Ashford, S. J., **Granger, S.** Professional gig work challenges and well-being: An experience sampling approach. In preparation for submission to the *Academy of Management Journal*.

Conference Activities & Presentations

24. Caza, B. B., Reid, E., Ashford, S. J., & **Granger, S.** (2021, April). More alike than different? Examining variance in the experience of gig work challenges. In T. Bricka (Chair), *Generalizing nonstandard work doesn't work: Examining nonstandard work heterogeneity*. Symposium presented at the *Society of Industrial and Organizational Psychology*, virtual conference.
23. Caza, B. B., Reid, E. M., Ashford, S. J., & **Granger, S.** (2020, August). It's cold outside: Measuring the challenges of independent (gig) work. Paper presented at the *Academy of Management*, virtual conference.
22. **Granger, S.**, Guarana, C., Sugiyama, K., Chang, Y., Chui., & Tong, N. (2020, August). Reviewing in the rough: A PDW for doctoral students and junior faculty. Organizer of the Professional Development Workshop held at the *Academy of Management*, virtual conference.
21. Turner, N., **Granger, S.**, Tucker, S., Deng, C., & Kelloway, E.K. (2020, July). Are parents' work injuries associated with their children's mental health? The moderating role of children's work centrality. In M. Gilek (Chair), *Work and well-being 2*. Symposium presented at EAWOP/ESRC Small Group Meeting on Young People's Work, Employment and Careers, Glasgow, UK.
20. Grocutt, A., **Granger, S.**, Turner, N. (2020, May). Who influences employee safety the most: Upper management, direct supervisors, or co-workers? Presented at the Virtual Canadian Psychological Association Convention, Montreal, QC, May 28–30, 2020.

19. Grocutt, A., **Granger, S.**, Turner, N., & O'Neill, T. A. (2019, November). HRM systems & employee injuries: Worker involvement & work intensification as competing mechanisms. Poster presented at the *Work, Stress and Health Conference*, Philadelphia, Pennsylvania, United States of America.
18. Isola, C., **Granger, S.**, & Turner, N., LeBlanc, M. M., & Barling, J. (2019, November). Intimate partner aggression and victims' withdrawal from work: The roles of supportive supervision and partner interference with work. Poster presented at the *Work, Stress and Health Conference*, Philadelphia, Pennsylvania, United States of America.
17. Turner, N., **Granger, S.**, Tucker, S., Deng, C., Kelloway, E. K. (2019, May). Do teenagers' experiences of work injuries predict their mental health? The moderating role of work centrality. In M. Curcuruto & J. Morgan (Chairs), *Safety at work: Research developments in psychological health and safety climate from a social-exchange and work-value perspective*. Symposium presented at the *European Association of Work and Organizational Psychology*, Turin, Italy.
16. **Granger, S.** (2019, April). Workplace injuries and mental health: A meta-analysis. In J. K. Dimoff & S. Fox (Chairs), *Mental health problems are workplace problems: Methodological and practical insights*. Symposium presented at the *Society of Industrial and Organizational Psychology*, National Harbor, Maryland, United States of America.
15. **Granger, S.**, Turner, N., Barling, J., Akers, A., & Beiko, D. (2018, September). Patterns of leadership behaviour in the operating room: How surgeon involvement and elevation relate to surgical team and patient outcomes. Paper presented at the *European Academy of Occupational Health Psychology*, Lisbon, Portugal.
14. **Granger, S.**, Turner, N., Hershcovis, S., & Bruning, P. (2018, April). Consequences of work injuries on mental health among hospital personnel: The role of post-injury social support. Poster presented at the *Society of Industrial and Organizational Psychology*, Chicago, Illinois, United States of America.
13. **Granger, S.**, Turner, N., Tucker, S., Shafqat, R. (2017, June). Young worker safety: A review. Poster presented at the *Work, Stress, & Health Conference*, Minneapolis, Minnesota, United States of America.
12. **Granger, S.**, Turner, N., Hershcovis, S., & Bruning, P. (2017, May). Parsing the experience of post-injury support: Do managerial, leader, and colleague support shape the consequences of workplace injuries? Paper presented at the *European Association of Work and Organizational Psychology*, Dublin, Ireland.
11. **Granger, S.**, Neville, L., & Turner, N. (2016, August). Taking note: The development of the follower political knowledge scale. Paper presented at the *Academy of Management*, Anaheim, California, United States of America.
10. **Granger, S.**, & Cameron, J. J. (2016, July). Does self-esteem have an interpersonal imprint beyond self-reports? A meta-analysis of self-esteem and objective interpersonal indicators. Poster presented at the *International Association of Relationship Research Annual Conference*, Toronto, Ontario, Canada.
9. **Granger, S.**, Neville, L., & Turner, N. (2016, April). Upward leadership: How political knowledge facilitates proactivity. Poster presented at the *Hickson Research Day*, Winnipeg, Manitoba, Canada.

8. **Granger, S.** (2016, March). Looking behind the curtain: The psychological antecedents of political knowledge. Paper presented at *the Graduate Association of Students of Psychology Interdisciplinary Colloquium*, Winnipeg, Manitoba, Canada.
7. **Granger, S.,** & Neville, L. (2015, April). Climate of silence and the rising tide of inequality: How excessive pay dispersion inhibits employee voice. Poster presented at the *Hickson Research Day*, Winnipeg, Manitoba, Canada.
6. **Granger, S.** (2014, April). Power and attention to alternative dating partners during emerging adulthood. Paper presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
5. Vilhena, B., Lazar, K., **Granger, S.**, Sucharyna, T., & Morry, M. (2014, April). Power plays on wandering eyes. Poster presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
4. **Granger, S.**, Bogucki, B., Bacala, L., Lazar, K., Vilhena, B., Morry, M. M., & Vohs, K. D. (2013, April). Money, memory, my other, and another. Poster presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
3. Lazar, K., Bacala, L., Bogucki, B., Bogucki, L., **Granger, S.**, Legge, M., Morry, M. M., & Vohs, K. D. (2013, April). What's money got to do with it? Priming money and asking for help. Poster presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
2. **Granger, S.**, Singh, D., Guingcangeo, J., Hall, A., & Morry, M. M. (2012, April). Stress, stress everywhere: Self-construal, stress, and health as predictors of relationship satisfaction. Poster presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
1. Bogucki, B., Pillion, J., **Granger, S.**, Bacala, L., & Mann, S. (2012, April). Can the mere presence of a romantic relationship partner attenuate the negative effects of cognitive depletion? Poster presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.

External Grants

WorkplaceNL	2021-2022
Research Funding Initiatives	
Work Injuries and Mental Health	
Research team: Nick Turner (PI), Sean Tucker, & Connie Deng	
\$9,077.64 CDN	

Teaching Experience and Training

Sessional Instructor, University of Calgary	2020
<i>Course:</i> Foundations of Organizational Behaviour (winter term)	
<i>Evaluation:</i> Overall instruction = 6.50/7.00 (faculty mean = 5.62)	
Sessional Instructor, University of Calgary	2019
<i>Course:</i> Foundations of Organizational Behaviour (winter term)	
<i>Evaluation:</i> Overall instruction = 5.97/7.00 (faculty mean = 6.00)	
Taylor Institute for Teaching and Learning, Instructional Skills Workshop	2018
Center for Advancement of Teaching and Learning, Teaching Workshops	2014-2016

Committee and Service Experience

Granger

MOC best paper award committee: The Phillips and Nadkarni Award for Outstanding paper on Diversity and Cognition	2021
Editorial Board Member, Human Relations	2020-present
Grad Student Rep., Haskayne OBHR hiring committee	2020
Ad-hoc reviewer, Journal of Occupational Health Psychology	2019-present
Student representative-at-large, Academy of Management MOC division	2019-present
Ad-hoc reviewer, WorksafeBC	2019-2020
Ad-hoc reviewer, Safety Science	2018-present
Executive Member, Doctoral Association for Students of Haskayne	2016-present
Ad-hoc reviewer, Human Relations	2015-present
Ad-hoc reviewer, Academy of Management Conference	2015-present
Grad Student Rep., Business Administration Department Council	2015-2016
Grad Student Rep., Search Committee for Business Admin. Headship	2014
Student Rep., Search Advisory Committee for Psychology Headship	2014
President, Undergraduate Psychology Students' Association	2012-2014
Executive Member, Undergraduate Psychology Students' Association	2011-2012

Professional Memberships

Academy of Management
European Association of Work and Organizational Psychology
Society for Industrial and Organizational Psychology

References

Available upon request