

STEVE GRANGER

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September 2022

ACADEMIC POSITIONS HELD

Assistant Professor, Department of Management **2022-present**
John Molson School of Business, Concordia University

EDUCATION

Ph.D., Organizational Behaviour & Human Resources **2022**
Haskayne School of Business, University of Calgary

M.Sc., Organizational Behaviour **2016**
Asper School of Business, University of Manitoba

B.A. (Hons.), First Class Honours, Psychology **2014**
University of Manitoba

PUBLICATIONS

Peer Reviewed Articles

Granger, S., Caza, B. B., Ashford, S. J., & Reid, E. M. (In press). Adapting to a jolt: A mixed method study identifying challenges and personal resources impacting professional gig workers' well-being during COVID-19. *Journal of Vocational Behavior*.

Turner, N., Deng, C., **Granger, S.**, Wingate, T. G., Shafqat, R., & Dueck, P. M. (In press). Young workers and safety: A critical review and future research agenda. *Journal of Safety Research*. <https://doi.org/10.1016/j.jsr.2022.08.006>

Caza, B. B., Reid, E. M., Ashford, S. J., & **Granger, S.** (In press). Working on my own: Measuring the challenges of gig work. *Human Relations*. <https://doi.org/10.1177/00187267211030098>

Granger, S. & Turner, N. (2022). Adapting, adopting, and advancing change: A framework for future research in the psychology of occupational safety. *Journal of Safety Research*, 82, 38-47. <https://doi.org/10.1016/j.jsr.2022.04.004>

Turner, N., **Granger, S.**, Tucker, S., Deng, C., & Kelloway, E. K. (2021). Parents' work injuries and children's mental health: The moderating role of children's work centrality. *Journal of Safety Research*, 77, 61-66. <https://doi.org/10.1016/j.jsr.2021.02.002>

Granger, S., Turner, N., & Grocutt, A. (2021). The next best safety dollar: Using evidence to decide how to invest in workplace safety. *Organizational Dynamics*, 50(2), 100774. <https://doi.org/10.1016/j.orgdyn.2020.100774>

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. <https://doi.org/10.1111/joop.12293>

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. <https://doi.org/10.1177/1088868318756532>

Book Chapters, Entries, Reprints, or 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

Turner, N., **Granger, S.**, & Deng, C. (2022). Work injuries and mental health. St. John's, Newfoundland and Labrador: WorkplaceNL.

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.

Other Publications

Reid, E. M., Caza, B. B., **Granger, S.**, & Ashford, S. J. (2021, August 12). 6 challenges of being a gig worker during the COVID-19 pandemic. *The Conversation*. <https://theconversation.com/6-challenges-of-being-a-gig-worker-during-the-covid-19-pandemic-164446>

RESEARCH IN PROGRESS

Under Review

Granger, S. & Turner, N. Work injuries and mental health: A meta-analysis. Invited revise-and-resubmit at *Personnel Psychology*.

Turner, N., Deng, C., **Granger, S.**, & Dueck, P. M. Physical hazards, fear of injury, and safety voice among young workers: Do perceptions of invulnerability matter? Invited revise-and-resubmit at *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. Invited revise-and-resubmit at *Occupational Health Science*.

Grocutt, A., **Granger, S.**, Turner, N., Fordham, M., & Chmiel, N. Relative importance of support for safety from senior managers, direct supervisors, and co-workers in predicting employee injuries and safety behaviors. Under review at *Safety Science*.

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. Under review at *Journal of Organizational Behavior*.

CONFERENCE ACTIVITIES AND PRESENTATIONS

Granger, S. & Turner, N. (2022, August). Mental illness symptoms and subsequent work injuries: The role of cognitive functioning. In A. Cloutier & A. Byrne (Chairs), *Employee mental health: The impact on working lives*. Symposium to be presented at the Academy of Management, Seattle, Washington, United States of America.

Granger, S. (2022, August). Facilitator in K. Landay & D. F. Arena (Chairs), *We got by with a little help: Recent perspectives on the Academic Job Market*. Professional Development Workshop to be held at the *Academy of Management*, Seattle, Washington, United States of America.

Scanlon, M., Barling, J., **Granger, S.**, Pupco, S., Turner, N., Akers, A., & Beiko, D. (2022, August). Transformational leadership, team processes, and surgery outcomes. Paper to be presented at the Academy of Management, Seattle, Washington, United States of America.

Caza, B. B., Ashford, S. J., Reid, E., & **Granger, S.** (2022, August). Dancing with myself: The impact of relational challenges among independent scientists. In J. Petriglieri & E. Shepro (Chairs), *Bridging the space between us: Exploring connection and disconnection in workplace relationships*. Symposium to be presented at the *Academy of Management*, Seattle, Washington, United States of America.

Reid, E., Caza, B. B., **Granger, S.**, & Ashford, S. J. (2022, June). Dancing with myself: The impact of relational challenges among independent scientists. Paper to be presented at the *Positive Organizational Scholarship Research Conference*, Ann Arbor, Michigan, United States of America.

Granger, S., Caza, B. B., Reid, E., & Ashford, S. J. (2022, June). "I am what I am": Understanding identity dynamics among gig workers. Paper to be presented at the *Positive Organizational Scholarship Research Conference*, Ann Arbor, Michigan, United States of America.

Granger, S., Caza, B. B., Reid, E., & Ashford, S. J. (2021, August). The impact of COVID-19 on professional gig workers: Identifying challenges and psychosocial resources for resilience. In E. Eunice & A. Wrzesniewski (Chairs), *Identity dynamics in crisis contexts*. Symposium presented at the *Academy of Management*, virtual conference

Granger, S., Turner, N., Hershcovis, S., & Bruning, P. (2021, August). Consequences of work injuries on mental health: The role of social support. In E. Rosado-Solomon (Chair), *Mental health challenges at work*. Symposium presented at the *Academy of Management*, virtual conference.

Granger, S., Guarana, C., & Chui., C. (2021, July). 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.

- 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.
- 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.
- Granger, S.**, Guarana, C., Sugiyama, K., Chang, Y., Chui, C., & 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Granger, S.** (2014, April). Power and attention to alternative dating partners during emerging adulthood. Paper presented at the *Prairie Undergraduate Conference*, Winnipeg, Manitoba, Canada.
- 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.
- 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.

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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.

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.

Bogucki, B., Philion, 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.

HONOURS AND AWARDS

Outstanding Service Award, Academy of Management	2021
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

EXTERNAL GRANTS

WorkplaceNL	2021-2022
Research Funding Initiatives	
Work Injuries and Mental Health	
Research team: Turner, N. (PI), Granger, S. , & Deng, C. \$9,077.64 CDN	

TEACHING EXPERIENCE AND TRAINING

Guest Lecturer, University of Lethbridge	2021
<i>Course:</i> Human Resource Management (fall term)	
Sessional Instructor, University of Calgary	2020
<i>Course:</i> Foundations of Organizational Behaviour (winter term)	
<i>Evaluation:</i> Overall instruction = 6.50/7.00	
Sessional Instructor, University of Calgary	2019

Course: Foundations of Organizational Behaviour (winter term)

Evaluation: Overall instruction = 5.97/7.00

Taylor Institute for Teaching and Learning, Instructional Skills Workshop 2018
 Center for Advancement of Teaching and Learning, Teaching Workshops 2014-2016

THESIS AND PROJECT SUPERVISION

University of Calgary

Anna Merrifield, BA Honours, co-chair 2021-2022
 Anna Merrifield, Undergraduate Research Experience Project 2021
 Joshua Davis, Undergraduate Research Experience Project 2021
 Alyssa Grocutt, BA Honours, co-chair 2019-2020
 Carlo Isola, Undergraduate Research Experience Project 2018-2019
 Alyssa Grocutt, Undergraduate Research Experience Project 2018-2019

PROFESSIONAL SERVICE

Editorial Board, *Human Relations* 2020-present

Ad hoc Journal Reviewing

Journal of Managerial Psychology 2021-present
Journal of Occupational Health Psychology 2019-present
Safety Science 2018-present
Human Relations 2015-present

Reviewing for Granting Agencies

WorksafeBC 2019-2020

Ad hoc Conference Reviewing

Academy of Management Conference 2015-present

COMMITTEE SERVICE

General

MOC best paper award committee: The Phillips and Nadkarni Award for Outstanding paper on Diversity and Cognition 2021
 Student Rep., Academy of Management MOC division 2019-2021

University of Calgary

Grad Student Rep., Haskayne OBHR hiring committee 2020
 Executive Member, Doctoral Association for Students of Haskayne 2016-2021

University of Manitoba

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 AFFILIATIONS

Academy of Management (USA)

Canadian Psychological Association (CAN)

Society for Industrial and Organizational Psychology (USA)