

STEVE GRANGER

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April 2024

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

♦Indicates current or former student.

ABDC denotes 2023 Australian Business Deans Council Journal List Ranking.

Impact factors from 2022 Clarivate ISI (2-year).

Granger, S. & Turner, N. (Accepted). Work injuries and mental health challenges: A meta-analysis of the bidirectional relationship. *Personnel Psychology*.
A* on ABDC; Impact factor = 5.5

Davis♦, J., **Granger, S.**, & Turner, N. (Accepted). Assessing psychological distress of healthcare workers with and without injuries: The role of job control. *Journal of Safety Research*.
A on ABDC; Impact factor = 4.1

Isola♦, C., **Granger, S.**, Turner, N., LeBlanc, M. M., & Barling, J. (2023). Intersection of intimate partner violence, partner interference, and family supportive supervision on victims' work withdrawal. *Occupational Health Science*, 7, 483-508. <https://doi.org/10.1007/s41542-023-00150-2>
Impact factor = 3.1

Barling, J., **Granger, S.**, Weatherhead, J., Turner, N., & Pupco, S. (2023). Early family socioeconomic status and later leadership role occupancy: A multi-source lifespan study. *Journal of Organizational Behavior*, 44, 1129-1144. <https://doi.org/10.1002/job.2730>
A* on ABDC; Impact factor = 6.8

- Grocutt*, A., **Granger, S.**, Turner, N., Fordham, M., & Chmiel, N. (2023). Relative influence of senior managers, direct supervisors, and coworkers on employee injuries and safety behaviors. *Safety Science*, 164, 106192. <https://doi.org/10.1016/j.ssci.2023.106192>
A on ABDC; Impact factor = 6.1
- Turner, N., Deng, C., **Granger, S.**, & Dueck, P. M. (2023). How does subjective invulnerability impact young workers' safety voice? *Journal of Safety Research*, 85, 129-139.
<https://doi.org/10.1016/j.jsr.2023.01.012>
A on ABDC; Impact factor = 4.1
- Granger, S.**, Caza, B. B., Ashford, S. J., & Reid, E. M. (2022). Adapting to a jolt: A mixed methods study identifying challenges and personal resources impacting professional gig workers' well-being during COVID-19. *Journal of Vocational Behavior*, 138, 103784.
<https://doi.org/10.1016/j.jvb.2022.103784>
A* on ABDC; Impact factor = 11.1
- Turner, N., Deng, C., **Granger, S.**, Wingate, T. G., Shafqat, R., & Dueck, P. M. (2022). Young workers and safety: A critical review and future research agenda. *Journal of Safety Research*, 83, 79-95.
<https://doi.org/10.1016/j.jsr.2022.08.006>
A on ABDC; Impact factor = 4.1
- Caza, B. B., Reid, E. M., Ashford, S. J., & **Granger, S.** (2022). Working on my own: Measuring the challenges of gig work. *Human Relations*, 75(11), 2122-2159.
<https://doi.org/10.1177/00187267211030098>
A* on ABDC; Impact factor = 5.7
- 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>
A on ABDC; Impact factor = 4.1
- 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>
A on ABDC; Impact factor = 4.1
- 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>
A on ABDC; Impact factor = 2.0
- 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>
A on ABDC; Impact factor = 6.2

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>
A* on ABDC; Impact factor = 10.8

Book Chapters, Entries, Reprints, or Editorials

Reid, E. M., Ashford, S. J., Caza, B. B., & **Granger, S.** (Forthcoming). Career development of professionals working in the gig economy. In Pichault, F., Keegan, A., & Akkermans, J (Eds.) *Careers in the gig economy*. Edward Elgar, Cheltenham.

Granger, S., Stackhouse, M. R. D., & Caza, B. B. (2024). Job demands resource (JD-R) theory. In Hutchings, K., Michailova, S., & Wilkinson, A. (Eds.) *A guide to key theories for human resource management research*. Edward Elgar, Cheltenham. <https://doi.org/10.4337/9781035308767.ch15>

Cameron, J. J., & **Granger, S.** (2020). Self-esteem and belongingness. In Zeigler-Hill, V., & Shackelford, T. (Eds.) *Encyclopedia of personality and individual differences*. (pp. 4749-4751). Springer, Cham. https://doi.org/10.1007/978-3-319-24612-3_1170

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>

CONFERENCE ACTIVITIES AND PRESENTATIONS

Rex, R., Alexander, S., **Granger, S.**, Weatherhead, J.G., & Turner, N. (2024, June). Exploring the relative strength of five mechanisms linking transformational leadership and employee psychological well-being. In E.K. Kelloway (Chair). *Leadership and health*. Symposium to be presented at the 85th Annual National Convention of the Canadian Psychological Association, Ottawa.

Caza, B. B., Ashford, S. J., Reid, E., **Granger, S.**, & Ganti, M. (2023, August). Losing the plot? How narrative identity challenges affect independent scientists' progression. In Lin, Z & Hollensbe, E. C. (Chairs) *Managing identity challenge, challenges, and continuity over time*. Symposium presented at the *Academy of Management*, Boston, Massachusetts, United States of America.

- Rex, R., **Granger, S.**, Weatherhead, J., & Turner, N. (2023, August). The relative strength of five pathways between transformational leadership and employee well-being. In A. V. Güntner & I. Inceoglu (Chairs), *Leadership and well-being: Putting leaders' and followers' good health front and center*. Symposium presented at the *Academy of Management*, Boston, Massachusetts, United States of America.
- Reid, E., Caza, B. B., Lambert, B., **Granger, S.**, Trinh, E. N., & Fekete, J. N. (2023, August). Relational infrastructures and gig worker well-being: Social and parasocial interaction rituals. Paper presented at the *Academy of Management*, Boston, Massachusetts, United States of America.
†Winner of the MOC Division Best Paper Award
- Reid, E., Caza, B. B., Lambert, B., **Granger, S.**, Ashford, S. J., Trinh, E. N., & Fekete, J. (2023, July). Relational infrastructures and well-being in the gig economy: How gig workers build social and parasocial interaction ritual chains. Paper presented at the 39th *EGOS Colloquium*, Cagliari, Italy.
- 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 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 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 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. Sheprow (Chairs), *Bridging the space between us: Exploring connection and disconnection in workplace relationships*. Symposium 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 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 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.

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., 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.

HONOURS AND AWARDS

Best Paper Award, Academy of Management	2023
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	

DEPARTMENTAL COLLOQUIA AND INVITED TALKS

OHP Summer Institute, Saint Mary's University	2023
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PERFORM Centre, Concordia University	2023
Smith School of Business, Queen's University	2023

TEACHING EXPERIENCE AND TRAINING

Undergraduate Courses

Health and Safety Management, Concordia University	2023-present
Management Research for Decision Making, Concordia University	2022-present
Foundations of Organizational Behaviour, University of Calgary	2019-2020

Guest Lectures in Undergraduate Courses

Human Resource Management, University of Lethbridge	2021
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Guest Lectures in Graduate Courses

Advanced Topics in OB, Concordia University	2023
Staffing and Career Management, Concordia University	2022

Workshops and Professional Development

Center for Teaching and Learning, Teaching Workshops	2022
Taylor Institute for Teaching and Learning, Instructional Skills Workshop	2018
Center for Advancement of Teaching and Learning, Teaching Workshops	2014-2016

RESEARCH 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

THESIS/FIELD EXAM COMMITTEES

Concordia University

Joé Leduc, Ph.D. Thesis Committee	2024-present
Saba Sajid, M.Sc. Thesis Committee	2024-present
Poe Nikbakhsh, M.Sc. Thesis Committee	2023-present
Nickolas Kisil, M.Sc. Thesis Committee	2023-present
Joé Leduc, M.Sc. Thesis Committee	2023-2024
Johnny Zhai, M.Sc. Thesis Committee	2023-present
Aimee Hall, M.Sc. Thesis Committee Neutral Chair	2023

PROFESSIONAL SERVICE

Editorial Board, <i>Journal of Vocational Behavior</i>	2023-present
Editorial Board, <i>Human Relations</i>	2020-present

Ad hoc Journal Reviewing

Applied Psychology: An International Review, Human Relations, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior, Safety Science

Reviewing for Granting Agencies

Social Sciences and Humanities Research Council of Canada
WorksafeBC

Ad hoc Conference Reviewing

Academy of Management Conference
Canadian Psychological Association Convention

SCHOOL-LEVEL SERVICE

Concordia University

Member, HRM Curriculum Committee	2024
Member, Management PhD Admissions Committee	2024
Management/HRM Rep., Concordia Open House	2023-2024
Course co-ordinator, Management Research for Decision Making (MANA 420)	2022-present

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

UNIVERSITY-LEVEL SERVICE

Concordia University

Member, Psychological Health and Safety Working Group	2023-present
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PROVINCIAL/NATIONAL/INTERNATIONAL SERVICE

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

PROFESSIONAL AFFILIATIONS

Academy of Management (USA)