**Ryan S. Grant**

9201 University City Blvd Charlotte, NC 28223

[rgrant32@charlotte.edu](mailto:rgrant32@charlotte.edu)

**Education**

**Ph.D., Industrial/Organizational Psychology Expected Fall 2025**

University of Georgia, Athens, GA.

Dissertation title: Variability and Trajectories and Peaks, Oh My! How Daily Recovery Experience Patterns Restore Energy and Boost Performance

Chair: Kristen M. Shockley

**M.S., Industrial/Organizational Psychology December 2023**

University of Georgia, Athens, GA. GPA: 4.00

Thesis title: What’s your 5 to 9? Antecedents and Outcomes of Profiles of Trajectories of Daily Recovery Experiences Across the Evening

Chair: Kristen M. Shockley

**B.A., Psychology w/ Minor in Molecular Neuroscience** **May 2020**

North Central College, Naperville, IL. GPA: 3.96

*Summa Cum Laude*

**Research Interests**

* Work recovery
* Work-nonwork interface
* Remote work
* Computational modeling

**Academic Positions**

University of North Carolina at Charlotte, Department of Psychological Science

Assistant Professor, August 2025 – present

**Publications**

**Accepted/Published Works**

**Grant, R. S.**, Buchanan, B. E., & Shockley, K. M. (2025). I need a vacation: A meta-analysis of vacation and employee well-being. *Journal of Applied Psychology.* Advance online publication. [https://doi.org/10.1037/apl0001262](https://psycnet.apa.org/doi/10.1037/apl0001262)

\*\*\*\*Designated as a *Journal of Applied Psychology* Editor’s Choice Article [Website states: “Each issue of the Journal of Applied Psychology will honor one accepted manuscript per issue by selecting it as an “Editor’s Choice” paper. Selection is based on the discretion of the editor and will be determined by considering societal relevance, potential for practically improving employee and organizational outcomes, and potential for advancing science in new directions.”].

**Grant, R.S.** &Shockley, K.M. (2024). Remote work. *Oxford Bibliographies in Psychology*.

**Grant, R.S.,** Meade, A., Kraimer, M. (2024). Research translation brief of: The effectiveness of work-nonwork interventions: A theoretical synthesis and meta-analysis. *Industrial and Organizational Psychology, 61*(4).

Shockley, K.M, Allen, T.D., **Grant, R.S.** (2024).Remote work: Post-COVID-19 state of the knowledge and best practice recommendations.*SIOP White Paper Series.*

**Work Under Review**

**Grant, R.S.,** Shockley, K.M., Matta, F.K., Clark, M.A. (under third review following invited revise and resubmit). What’s your 5 to 9? Antecedents and outcomes of profiles of daily recovery experience trajectories across the evening. *Journal of Applied Psychology.*

**Grant, R.S.,** Goodie, A., Doshi, P., & Jordan, T. (under second review following invited revise and resubmit). The human-machine teammate inventory: Scale development and validation. *ACM Transactions in Human-Robot Interaction.*

Allen, T.D., Shockley, K.M., Dodd, H.E., **Grant, R.S**., Waiwood, A.M., Gallagher, P., Coley, S. (under review). The remote work challenge: Effective boundary management tactics for work-nonwork balance. *Organization Science.*

**Projects In Progress**

**Grant, R.S.,** Shockley, K.M., Matta, F.K., Clark, M.A. (in final writing stages). Variability and trajectories and peaks, oh my! How daily recovery experience patterns restore energy and boost performance. Target journal: *Personnel Psychology*

**Grant, R.S.**, Ohya, T., Gonzalez, M., Shockley, K.M., Calderwood, C. (idea development and early writing stage). To challenge or not to challenge: Examining the role of recovery and resources dynamics in the challenge-hindrance stressor framework. Target journal: *Journal of Occupational Health Psychology*

Matta, F.K., **Grant, R.S.**, Bennion, C., & McBride, J. (data collection in progress). Returning to its roots: A role theory definition and measure of leader-member exchange. Target journal: *Journal of Applied Psychology*

Reed, B., **Grant, R.S.**, Rogelberg, S. (data collection stage). Meeting hangovers: Uncovering their nature, implications for employee outcomes, and remedies. Target journal: *Journal of Applied Psychology*

Ohya, T., **Grant, R.S.**, Shockley, K.M., Koopman, J. (data collection stage). Examining the implications of weekly recovery patterns for employee work and well-being outcomes. Target journal: *Journal of Applied Psychology*

**Grant Funding & Experience**

*Project Title:* Antecedents and Outcomes of Daily Profiles of Trajectories of Recovery Experiences.

*Funding Organization:* National Institute for Occupational Safety and Health/Sunshine ERC

*Funding Amount:* $14,600

*Funding Period*: September 2022 – June 2023

*Role:* Principal Investigator

*Project Title:* Testing & Evaluation for Soldier-Device Teaming Compatibility, Vulnerability, and Durability In Emergent Situations

*Funding Organization:* U.S. Army Combat Capabilities Development Command

*Funding Period*: January 2021 – January 2025

*Role:* Graduate Research Assistant

*Project Title:* Achieving work-family balance: A dynamic computational model of work-family decision making

*Funding Amount:* $1,000

*Funding Organization:* University of Georgia I-O Psychology PhD Program

*Funding Period*: January 2023 – June 2023

*Role:* Principle Investigator

**Conference Presentations and Invited Talks**

**Grant, R.S.** (2025). I need a vacation: What the research really says about taking time off. Invited presentation at the University System of Georgia’s Chief Human Resource Officer Spring Meeting.

**Grant, R.S**., Shockley, K.M., Matta, F.K., Clark, M.A. (2025). What’s your 5 to 9? Antecedents and outcomes of profiles of daily recovery experience trajectories across the evening. Findings from two studies. [Paper Session]. Work, Stress, and Health Annual Conference, Seattle, WA, United States.

**Grant, R.S.** (Co-Chair), Garcia, S. C. (Co-Chair), Allen, T. D., Chen, G., Eby, L., Nye, C. D. & Shockley, K. M. (2025). Concept to contribution: Navigating challenges in making theoretical contributions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Grant, R.S.,** Garcia, S., & O’Malley, L. (2025). It varies: Examining the moderating role of job demand, job resource, and recovery experience variability on the recovery process. In **Grant, R.S.** (Co-Chair), & Shockley, K.M. (Co-Chair). *My cup spilleth over: Examining dynamic work-nonwork spillover processes* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Grant, R.S.,** Ohya, T., & Wright, J. W. (2025). Kickstart my recovery: The role of psychological detachment in promoting an optimal recovery process across the evening. In Schirle, G. & Bisbey, T. (Chairs*). From self to system: Exploring barriers and boosters to recovery* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Grant, R.S.,** Shockley, K., & O’Malley, L. (2024). What’s your 5 to 9? Antecedents and outcomes of profiles of trajectories of daily recovery experiences across the evening. In Taylor, M.R. (Co-Chair) & Schemmel, E.A. (Co-Chair). *Recovery from work stress: Insights from experience sampling methodology research* [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

**Grant, R.S** (2024). What’s your 5 to 9? Antecedents and outcomes of profiles of trajectories of daily recovery experiences across the evening. Invited presentation at the Southern Occupational Network’s 14th Annual Southeast Regional Research Symposium, Lexington, KY, United States.

Carmichael-Tanaka, N. & **Grant, R.S.** (Co-Chairs) (2024). Computational modeling for everyone: A beginner's guide to modeling in I/O research [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

**Grant, R.S.**, Outland, N., & Shockley, K.M. (2023). A computational model of dynamic work-family decision-making processes. In K. French & K. Shockley (Chairs). *From snapshots to video: Toward capturing work-family* *processes* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**Grant, R.S.** (2023). The impact of vacation time on well-being: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Shockey, K.M., Allen, T., Dodd, H., Waiwood, A., **Grant, R.S.,** Gallagher, P., Coley, S. (2023). The role of leadership in remote workers’ sense of belongingness. In *Novel approaches to exploring and explaining remote worker well-being* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Wrobleski, R., **Grant, R.S.** (2018). The effects of perception of personal capability and group membership on the likelihood of forgiveness. Poster presented at Undergraduate Research Symposium at North Central College.

**Research Experience**

**Graduate Research Assistant**

PI: Kristen Shockley, PhD.

Integrating Work into Life Lab

University of Georgia

2020-Present

**Research Assistant**

*Department of Psychology*

DePaul University

2019-2020

**Senior Thesis: *How reward preferences affect supervisor’s perceptions of employee performance and ability.***

*Department of Psychology*

North Central College

2019-2020

Advisor- Dr. Karl Kelley, North Central College Department of Psychology

**Research Assistant**

*Department of Psychology*

North Central College

2017-2018

Advisor- Dr. Jon Mueller, North Central College Department of Psychology

**Teaching Experience**

**University of Georgia,** Teaching Assistant

Undergraduate Classes: Elementary Psychology, Research Design in Psychology, Research Analysis in Psychology

Industrial-Organizational Psychology Master’s Program Classes: Leadership Development, Advanced Analytics, Motivation and Engagement, Competency Modeling, Talent Acquisition, Diversity and Teams

Fall 2020-Present

**North Central College,** Preceptor

Class: PSY 250 Statistics

Fall 2017

**Graduate Coursework**

Advanced Management Research Methods for Publication

Cross-cultural Psychology

Meta-analysis

Judgement and Decision Making

Applied Regression

Structural Equation Modeling

Grant Writing

Personnel Selection

Organizational Psychology

Industrial Psychology

Advanced Experimental Psychology

Graduate Teaching Seminar

Professional Development and Ethics in I-O

Psychometrics

Advanced Management Research Methods

Workplace Motivation

**Honors and Awards**

**Donald L. Grant Award** *Spring 2024*

* Awarded for the best Master’s thesis in I-O Psychology in the UGA PhD program

**Dan Mack Small Grant** *Spring 2023*

* $500 grant awarded to students conducting DEI-related research in I-O Psychology in the UGA PhD program

**Professional Affiliations**

**Society for Industrial and Organizational Psychology Student Member** *2018-Present*

**Service and Leadership**

***Journal of Business and Psychology*, Assistant Editor** May 2024-July 2025

* Collaborated closely with chief editors Steven Rogelberg and Eden King to assess the scholarly value of submissions, ensuring each aligned with the journal’s standards for impactful research contributions and methodological rigor before they progressed to full peer review

**SIOP Scientific Affairs Committee** *June 2023 – Present*

**SIOP History Committee** *June 2022 – June 2023*

**SIOP Government Relations Advocacy Team** *Fall 2021 – June 2022*

**University of Georgia I-O Psychology Students Association Vice President of Finance** *August 2023 – August 2024*

**Analytic Expertise**

Meta-analysis

Multilevel Modeling

Structural Equation Modeling

Latent Growth Curve Modeling

Latent Growth Mixture Modeling

Latent Profile Analysis

Exploratory Factor Analysis

Confirmatory Factor Analysis

Exploratory Structural Equation Modeling

Computational Modeling

**Statistical Software Proficiencies**

R Studio

MPlus

SPSS