

BRAYDON “BRADY” C. SHANKLIN

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EDUCATION

- Ph.D.** **University of Georgia.** Terry College of Business. *Expected 2024*
Major: Management (Emphasis: Organizational Behavior)
- MAcc** **Brigham Young University.** Marriott School of Business. *2019*
Focus: Professional (Audit/Managerial)
- B.S.** **Brigham Young University.** Marriott School of Business. *2019*
Major: Accounting

RESEARCH INTERESTS

My research is broadly focused on understanding how individuals strive to reach their potential at work. And more specifically, how they manage setbacks – originating both inside and outside of their work environment – along that path. This includes trying to better understand how people combat weakness and strategically manage being vulnerable in every day work settings. Topic areas of particular interest include resilience, stress, diversity, and purpose.

BOOK CHAPTERS

Hendricks, H. M., **Shanklin, B. C.**, Bingham, J. B., & Sanders, G. R. 2019. Psychological contracts. In R. Griffin (Eds.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

MANUSCRIPTS UNDER REVIEW

- Shanklin, B. C.**, Rodell, J. B., Oztunc, G. (under 1st review). [Diversity] *Personnel Psychology*.
- Rodell, J. B., **Shanklin, B. C.**, Frank, E. L. (under 1st review). [Stress] *Organizational Behavior and Human Decision Processes*.

SELECT WORKS IN PROGRESS

- Matusik, J. G., Blagoeva, R. R., **Shanklin, B. C.**, Gamache, D. L. (in progress). [Power] Writing phase, target: *Organization Science*.
- Shanklin, B. C.**, Sabey, T. B. (in progress). [Resilience] Data collection phase, target: *Academy of Management Journal*.

Sabey, T. B., **Shanklin, B. C.**, Colquitt, J. A., Baer, M. D. (in progress). [Power] Writing phase, target: *Psychological Bulletin*.

Colquitt, J. A., **Shanklin, B. C.**, Matta, F. K. (in progress). [Justice] Data collection phase, target: *Academy of Management Journal*.

Rodell, J. B., **Shanklin, B. C.**, Sabey, T. B. (in progress). [Volunteering] Data collection phase, target: *Journal of Applied Psychology*.

Rodell, J. B., Vogel, R. M., **Shanklin, B. C.**, Poulton E. C. (in progress – authorship order undetermined). [Purpose] Writing phase, target: *Academy of Management Journal*.

Howell, T. M., Greenbaum, B., Godfrey, P., & **Shanklin, B. C.** (in progress). [Newcomers]. *Personnel Psychology*.

CONFERENCE PRESENTATIONS (*denotes presenter)

Shanklin, B. C.*, Rodell, J. B., Oztunc, G. (2022). A New Perspective on Diversity Attitudes: How Volunteering Indirectly Improves DEI in the Workplace. In B. Shanklin & J. Rodell (Chairs), Diversity, Equity, and Inclusion: Going Beyond Traditional Views of DEI in the Workplace. Paper to be presented at the Academy of Management Annual Conference. Seattle, WA.

Colquitt, J. A., Matta, F. K., **Shanklin, B. C.***, (2022). The Formation of Fairness Perceptions on the Part of Employees and Managers. In S. Yoon & J. Koopman (Chairs), Still in Search of a Just Workplace: Insights from Ongoing Research on Organizational Justice. Symposium to be presented at the Academy of Management Annual Conference. Seattle, WA.

Matusik, J. G., Blagoeva, R. R., **Shanklin, B. C.**, Gamache, D. L., (2022). Power and the people: CEO structural power predicts indifference towards social stakeholders. Paper to be presented at Strategic Management Society Annual Conference. London, UK.

Shanklin, B. C.*, Rodell, J. B., Oztunc, G. (2022). A New Perspective on Diversity Attitudes: Volunteering as an Indirect Approach to Improving DEI in the Workplace. Paper to be presented at Positive Organizational Scholarship Research Conference, Ann Arbor, Michigan.

Shanklin, B. C.*, Sabey, T. B. (2022). What Doesn't Kill You, Makes Me Stronger: The Consequences of Observing Resilience in the Workplace. Paper to be presented at Positive Organizational Scholarship Research Conference, Ann Arbor, Michigan.

Rodell, J. B., **Shanklin, B. C.***, Frank, E. L., (2022). Stress Bragging: Its Harmful - And Contagious - Consequences at Work. Paper to be presented at SIOP annual conference, Seattle, Washington.

Matusik, J. G., Blagoeva, R. R., **Shanklin, B. C.***, Gamache, D. L., (2021). Power and the people: CEO structural power predicts indifference towards social stakeholders. Paper presented at Southern Management Association annual conference, New Orleans, Louisiana.

Recipient, Best Paper Award – Strategy Track

Bingham, J. B.*, Ingerson, M. C., & **Shanklin, B. C.** (2018). Hiring for Character: Ethical Integrity and Unethical Pro-Organizational Behavior. Presented at the Annual Meeting for the Academy of Management annual conference, Chicago, Illinois.

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE

Affiliations

Academy of Management

Southern Management Association

Society for Industrial and Organizational Psychology (SIOP)

Positive Organization Scholarship (POS)

Conference Reviewer

Academy of Management Annual Meeting, OB Division

Southern Management Association, OB Division

TEACHING

Instructor of Record. University of Georgia. Fall 2021.

Course: Human Resource Management (MGMT 5820) Students: 39 undergraduates

Average Instructor Rating: 4.95/5.00

Graduate Teaching Assistant. *University of Georgia*. 2019-2020.

Course: Principles of Management (MGMT 3000), 4 sections.

Instructors: Jim Hopkins & Charles Lyons

Graduate Teaching Assistant. *Brigham Young University*. 2018.

Course: Organizational Behavior (BUSM 540), 1 section.

Instructor: Dr. Jeffrey Bednar

FELLOWSHIPS/SCHOLARSHIPS & AWARDS

Knox Doctoral Scholar, Fellowship recipient, University of Georgia (2019 – present)

University of Georgia Graduate School Assistantship (2019 – present)

Paul Morris Marriott Business Management Scholarship (2017 – 2018)

REFERENCES

Jessica B. Rodell, Ph.D.
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