

**BRAYDON “BRADY” C. SHANKLIN**  
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## **EDUCATION**

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**Ph.D.**                      **University of Georgia.** Terry College of Business. *Expected 2024*  
Major: Management (Emphasis: Organizational Behavior)

Dissertation: *Reminders of reasons to bounce back: A daily examination of value triggers and the effect of purpose awareness on employee resilience.*

Committee: Jessica B. Rodell (Chair), Joanna Lin, Fadel K. Matta

**MAcc**                      **Brigham Young University.** Marriott School of Business. *2019*

**B.S.**                        **Brigham Young University.** Marriott School of Business. *2019*

## **RESEARCH INTERESTS**

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My research is broadly focused on understanding the path employees take toward becoming the best version of themselves at work. Within this focus, I have two main research areas of interest. First, I explore how employees manage setbacks – originating both inside and outside of their work environment – along the path to becoming their best self. This includes trying to better understand how people strategically combat their own weakness and deal with stress. Second, I explore how the values, purposes, and meanings that people use to gain momentum and direction for their lives, influence both the employee themselves and their coworkers. Topic areas of particular interest include resilience, stress, diversity, and purpose.

## **REFEREED PUBLICATIONS**

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Rodell, J. B., **Shanklin, B. C.**, & Frank, E. L. (conditionally accepted). Stress Bragging: Its Harmful - And Contagious - Consequences at Work. *Personnel Psychology*.

## **REVISE AND RESUBMIT MANUSCRIPTS**

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**Shanklin, B. C.**, Rodell, J. B., Nakos, O. M., & Oztunc, G. (under 2<sup>nd</sup> review). [Diversity]. *Journal of Management*.

## **MANUSCRIPTS UNDER REVIEW**

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Matusik, J. G., Blagoeva, R. R., **Shanklin, B. C.**, & Gamache, D. L. (under 1<sup>st</sup> review). [Power]. *Organization Science*.

## **SELECT WORKS IN PROGRESS**

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**Shanklin, B. C.** & Sabey, T. B. (in progress). [Resilience]. Preparing for submission, 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*.

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

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*.

**Shanklin, B. C.** & Rodell, J.B. (in progress). [Diversity]. Study design phase, target: *Academy of Management Journal*.

## **BOOK CHAPTERS**

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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.

## **CONFERENCE PRESENTATIONS (\*denotes presenter)**

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Matusik, J. G.\*, Blagoeva, R. R., **Shanklin, B. C.**, & Gamache, D. L., (2023). Power and the People: CEO Structural Power Predicts Indifference Towards Social Stakeholders. Paper presented at the Academy of Management Annual Conference. Boston, MA.

**Shanklin, B. C.\*** & Sabey, T. B. (2023). What Doesn't Kill You, Might Make Me Stronger: The Consequences of Observing Resilience in at Work. In C. Phetmisy & M. Massey (Chairs), *Resilience in the Face of Identity Threat: The Intersection of Adversity, Identity, and Resilience*. Paper presented at the Academy of Management Annual Conference. Boston, MA.

**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 presented at the Academy of Management Annual Conference. Seattle, WA.

Colquitt, J. A., **Shanklin, B. C.\***, & Matta, F. K. (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 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 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 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 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 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**

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### Affiliations

*Academy of Management*

*Southern Management Association*

*Society for Industrial and Organizational Psychology (SIOP)*

*Positive Organization Scholarship (POS)*

*Consortium for the Advancement of Research Methods and Analysis (2023 UGA Rep.)*

### Conference Reviewer

*Academy of Management Annual Meeting, OB Division*

*Southern Management Association, OB Division*

### Ad-hoc Reviewer

*Journal of Applied Psychology*

## **TEACHING**

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Instructor of Record. University of Georgia. Summer 2023.

Course: Organizational Behavior (MGMT 5920)

Average Instructor Rating: 5.00/5.00

Instructor of Record. University of Georgia. Fall 2021.  
Course: Human Resource Management (MGMT 5820)  
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**

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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**

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Jessica B. Rodell, Ph.D.  
(Advisor)  
William Harry Willson  
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