

# GRANT PACKARD

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## Academic Appointments

Associate Professor, Marketing area, January 2019 – present  
Program Director, Masters of Marketing (MMKG), July 2021 – present  
Schulich School of Business  
York University, Toronto, ON

Associate Professor, Marketing area, July 2018 – December 2018  
Assistant Professor, Marketing area, July 2012 – June 2018  
Lazaridis School of Business & Economics  
Wilfrid Laurier University, Waterloo, ON

## Education

Ph.D., Business Administration (Marketing), December 2012  
Stephen M. Ross School of Business  
University of Michigan, Ann Arbor, MI

MBA, Marketing, May 1998  
Desautels Faculty of Management  
McGill University, Montreal, QC

B.S. Cum Laude, Business Administration (Marketing), June 1995  
Leeds School of Business  
University of Colorado, Boulder, CO

## Research Profile

My research examines the consumption and production of language to advance psychological theories on motivation, social perception, and persuasion. I employ laboratory experiments, natural language processing and text analysis methods, and/or analysis of field data using a variety of quantitative approaches (e.g., multi-variate regression, panel estimators, topic modeling, word embeddings, network analysis).

This work offers insights for marketers, consumers and policymakers on the consumption-related information people share through social media, online reviews, email, and when they speak with company representatives (e.g., salespeople, call center workers). It also helps marketers improve how they communicate with, and to, consumers through a variety of mediums. Finally, I examine how and why language itself is consumed as a product (e.g., song lyrics, academic articles).

## Refereed Journal Articles

Superscript indicates Financial Times Top 50 journal status and/or ABDC rankings [A\* = top 7%, A = top 25% of journals].

1. Berger, J. and **Packard, G.** (forthcoming), "Using Language (and Text Analysis) to Understand People and Culture," *American Psychologist*.<sup>A\*</sup>
2. **Packard, G.** and Berger, J. (2021), "How Concrete Language Shapes Customer Satisfaction," *Journal of Consumer Research*, 47(5), 787-806. <sup>FT50, A\*</sup>
3. **Packard, G.** and Berger, J. (2020), "Thinking of You: How Second Person Pronouns Shape Cultural Success," *Psychological Science*, 31(4), 397-407. <sup>A\*</sup>
4. McFerran, B., Moore, S. G., and **Packard, G.** (2019), "How Should Companies Talk to Customers Online?," *MIT Sloan Management Review*, 60(2), 68-71. <sup>FT50, A</sup>
5. Klein, R. A. et al. [**Packard, G.** one of 185 replication lab co-authors] (2018), "Many Labs 2: Investigating Variation in Replicability Across Sample and Setting," *Advances in Methods and Practices in Psychological Science*, 1(4), 443-490.
  - Selected media coverage: *The Atlantic, Nature, NPR, Science Direct*
6. Berger, J. and **Packard, G.**, (2018), "Are Atypical Things More Popular?," *Psychological Science*, 29(7), 1178-1184. <sup>A\*</sup>
  - Selected media coverage: *Knowledge@Wharton, Psychology Today*
7. **Packard, G.**, Moore, S. G., and McFerran, B. (2018), "(I'm) Happy to Help (You): The Impact of Personal Pronoun Use in Customer-Firm Interactions," *Journal of Marketing Research*, 55(4), 541-555. <sup>FT50, A\*</sup>
  - Selected media coverage: *CBC, The Globe and Mail, Harvard Business Review, Marketing Science Institute, Sirius XM Radio, The Wall Street Journal*
8. Lurie, N., Berger, J., Chen, Z., Li, B., Liu, B., Mason, C., Muir, D., **Packard, G.**, Pancras, J., Schlosser, A., Sun, B., and Venkatesan, R. (2018), "Everywhere and at All Times: Mobility, Consumer Decision-Making, and Choice," *Customer Needs and Solutions*, 5(1-2), 15-27.
9. **Packard, G.** and Berger, J. (2017), "How Language Shapes Word of Mouth's Impact," *Journal of Marketing Research*, 54(4), 572-588. <sup>FT50, A\*</sup>
  - Selected media coverage: *The Keller Report, Marketing Science Institute*
10. **Packard, G.**, Gershoff, A., and Wooten, D. B. (2016), "When Boastful Word of Mouth Helps Versus Hurts Social Perceptions and Persuasion," *Journal of Consumer Research*, 43(1), 26-43. <sup>FT50, A\*</sup>
  - Selected media coverage: *CBC, MarketWatch, Metro News, Vocativ*
11. **Packard, G.**, Aribarg, A., Eliashberg, J., and Foutz, N. Z. (2016), "The Role of Network Embeddedness in Film Success," *International Journal of Research in Marketing*, 33(2), 328-342. <sup>A\*</sup>
12. Manchanda, P., **Packard, G.**, and Pattabhiramaiah, A. (2015), "Social Dollars: The Economic Impact of Consumer Participation in a Firm-Sponsored Online Customer Community," *Marketing Science*, 34(3), 367-387. <sup>FT50, A\*</sup>
  - Among top 1% most downloaded papers of all-time at SSRN
  - Selected media coverage: *strategy + business, Science Daily, ideasforleaders.com*

13. Klein, R. A. et al. [**Packard, G.** one of 47 second co-authors] (2014), “Investigating Variation in Replicability: A “Many Labs” Replication Project,” *Social Psychology*, 45(3), 142-152.
  - Selected media coverage: *Discover Magazine, National Geographic, Nature, NPR, PLoS.org, Science, Scientific American, Science Now, Slate, The Economist*
14. **Packard, G.** and Wooten, D. B. (2013), “Compensatory Knowledge Signaling in Consumer Word-of-Mouth,” *Journal of Consumer Psychology*, 23(4), 434-450. <sup>FT50, A\*</sup>
  - Winner, Best Competitive Paper Award, SCP Annual Conference, 2011
  - Selected media coverage: *The Globe and Mail, Exchange Magazine, Econbiz.de*

### Invited Articles & Book Chapters

15. **Packard, G.**, Moore, S., and McFerran, B. (2020), “Speaking to Customers in Uncertain Times,” *MIT Sloan Management Review*, August 11, digital article available at <https://sloanreview.mit.edu/article/speaking-to-customers-in-uncertain-times/>
16. Moore, S., McFerran, B., and **Packard, G.** (2018), “The Words and Phrases to Use—and to Avoid—When Talking to Customers,” *Harvard Business Review*, October 4, digital article available at <https://hbr.org/2018/10/the-words-and-phrases-to-use-and-to-avoid-when-talking-to-customers>
17. **Packard, G.** (2006), “Marketing Minute,” In Boone, L. E., Kurtz, D.L., MacKenzie, H.F., and Snow, K. (Eds.) *Contemporary Marketing*, 1<sup>st</sup> Canadian Edition, Scarborough: Thomson Nelson.

### Refereed Conference Presentations and Proceedings

1. “Discovering When Language Matters in Service Conversations” (with Y. Li and J. Berger), Association for Consumer Research Conference, (remote due to Covid-19), Oct. 2021.
2. “How Speaking Versus Writing Shapes What Consumers Say, and Its Impact” (with J. Berger and M. Rocklage), Association for Consumer Research Conference, (remote due to Covid-19), Oct. 2021.
3. “How Present versus Past Tense Shapes Persuasion” (with J. Berger), Association for Consumer Research Conference, (remote due to Covid-19), Oct. 2021.
4. “Understanding Consumer Conversations,” Special Session Co-chair (with J. Berger), Association for Consumer Research Conference, (remote due to Covid-19), Oct. 2021
5. “Doing Automated Text Analysis” (with J. Berger, M. Hsu, A. Humphreys, A. Luangrath, S. Moore, G. Nave, C. Olivola, M. Rocklage, M. Yeomans), Association for Consumer Research Conference, (remote due to Covid-19), Oct. 2021.
6. “Conversational Dynamics: When Does Employee Language Matter?” (with Y. Li and J. Berger), Academy of Management Conference, (remote due to Covid-19), Jul. 2021
7. “Conversational Dynamics: When Does Employee Language Matter?” (with Y. Li and J. Berger), International Association for Conflict Management Conference, (remote due to Covid-19), Jul. 2021

8. "Conversational Dynamics: When Does Employee Language Matter?" (with Y. Li and J. Berger), Society for Consumer Psychology Conference, (remote due to Covid-19), Mar. 2021
9. "How Second Person Pronouns Shape Cultural Success," (with J. Berger), Society for Personality and Social Psychology Conference, (remote due to Covid-19), Feb. 2021
10. "How Language Connects and Convinces," Special Session Co-chair (with A. Orvell), Society for Personality and Social Psychology Conference, (remote due to Covid-19), Feb. 2021
11. "Where Consumer Behavior Meets Language: Applying Linguistic Methods to Consumer Research," Workshop Co-chair (with A. Kronrod, S. Moore, and J. Berger), Association for Consumer Research Conference, Paris (remote due to Covid-19), Oct. 2020
12. "Dynamically Solving the Self-Presenter's Paradox: When Customer Care Should be Warm vs. Competent," (with Y. Li and J. Berger), Marketing Science Annual Conference, Durham (remote due to Covid-19), Jun. 2020
13. "How Concrete Language Shapes Customer Satisfaction," (with J. Berger), Association for Consumer Research Conference, Atlanta, Oct. 2019
14. "Language in Marketing Knowledge Forum" Workshop Co-chair (with A. Kronrod, S. Moore, and J. Berger), Association for Consumer Research Conference, Atlanta, Oct. 2019
15. "How to Do Text Analysis," Workshop Invited Participant, Association for Consumer Research Conference, Atlanta, Oct. 2019.
16. "Linguistic Concreteness in Customer-Firm Conversations," (with J. Berger), Society for Consumer Psychology Conference, Savannah, Feb. 2019
17. "How Second Person Pronouns Engage Audiences," (with J. Berger), Society for Consumer Psychology Conference, Savannah, Feb. 2019
18. "Improving Customer Conversations," Special Session Co-chair (with J. Berger), Society for Consumer Psychology Conference, Savannah, Feb. 2019
19. "With or Without You: When Second Person Pronouns Engage Listeners," (with J. Berger), Association for Consumer Research N. American Conference, Dallas, Oct. 2018
20. "Trust and Distrust in Word of Mouth," Invited Roundtable Participant, Association for Consumer Research N. American Conference, Dallas, Oct. 2018
21. "Differentiation and Cultural Success," (with J. Berger), Association for Consumer Research N. American Conference, San Diego, Oct. 2017
22. "Wisdom from Words," Special Session Co-chair (with J. Berger), Association for Consumer Research N. American Conference, San Diego, Oct. 2017
23. "Following the Blind: How Expertise and Endorsement Style Impact Word of Mouth Persuasion," (with J. Berger), Association for Consumer Research N. American Conference, New Orleans, Oct. 2015

24. "Why Your Next Project Should use Textual Analysis," Invited Roundtable Participant, Association for Consumer Research N. American Conference, New Orleans, Oct. 2015
25. "Trust Me, I Know! The Impact of Source Self-Enhancement on Persuasion in Word-of-Mouth," (with A. Gershoff and D. B. Wooten), Association for Consumer Research N. American Conference, New Orleans, Oct. 2015
26. "Following the Blind: How Expertise and Endorsement Style Impact Word of Mouth Persuasion," (with J. Berger), Society for Consumer Psychology Annual Conference, Phoenix, Feb. 2015
27. "No Idle Boast: Consumer Responses to Self-Enhancing Sources of Product Information," (with A. Gershoff and D. B. Wooten), Society for Consumer Psychology Annual Conference, Miami, Mar. 2014
28. "Putting the Customer Second," (with B. McFerran and S. G. Moore), Society for Consumer Psychology Annual Conference, Miami, Mar. 2014
29. "No Idle Boast: Consumer Responses to Self-Enhancing Sources of Product Information," (with A. Gershoff and D. B. Wooten), Society for Judgment and Decision Making Annual Conference, Toronto, Nov. 2013
30. "Putting the Customer Second," (with B. McFerran and S. G. Moore), Association for Consumer Research N. American Conference, Chicago, Oct. 2013
31. "Compensatory Communication: Consumer Knowledge Discrepancies and Knowledge Signaling in Word-of-Mouth," (with D. B. Wooten), Association for Consumer Research N. American Conference, Chicago, Oct. 2013
32. "Secrets and Lies: How Consumers Manage the Flow of Ego-Threatening Information," (with C. Kang and D. B. Wooten), Association for Consumer Research N. American Conference, Chicago, Oct. 2013
33. "Secrets and Lies: How Consumers Manage the Flow of Ego-Threatening Information," (with C. Kang and D. B. Wooten), Society for Consumer Psychology Summer Conference, Honolulu, Aug. 2013
34. "Network Power," (with A. Aribarg, N. Z. Foutz, J. Eliashberg), Marketing Science Annual Conference, Boston, Jun. 2012
35. "Secrets and Lies: Gender Differences in Concealing Consumption Information," (with C. Kang and D. B. Wooten), Society for Consumer Psychology Annual Conference, Las Vegas, Feb. 2012
36. "Sharing (Less-Than-Ideal) Knowledge: Consumer Knowledge Discrepancy and Word-of-Mouth," (with D. B. Wooten), Society for Consumer Psychology Annual Conference, Atlanta, Feb. 2011
37. "A Brand in Hand: Symbolic Props in Self-Presentation," (with A. Gershoff), Association for Consumer Research N. American Conference, Pittsburgh, Oct. 2009.
38. "Firm-sponsored Brand Communities," (with P. Manchanda and A. Pattabhiramaiah), Marketing Science Annual Conference, Ann Arbor, Jun. 2009

39. "A Brand in Hand: Symbolic Props in Self-Presentation," (with A. Gershoff), Consumer Culture Theory Conference, Ann Arbor, Jun. 2009

### **Invited Talks and Symposia**

1. Ivey School of Business, Western University, Executive Marketing Roundtable, Apr. 2021
2. MIT Sloan Management Review Webinar, Oct. 2020
3. Language Lab Online Seminar, Aug. 2020
4. Gordon S. Lang School of Business and Economics, University of Guelph, Nov. 2019
5. Georgetown University, Triennial Invitational Choice Symposium, May 2019
6. The Wharton School, University of Pennsylvania, Behavioral Insights from Text, Jan. 2019
7. HEC Montreal, Nov. 2018
8. Schulich School of Business, York University, Mar. 2018
9. Fuqua School of Business, Duke University, Feb. 2018
10. The Wharton School, University of Pennsylvania, Behavioral Insights from Text, Jan. 2018
11. Rotman School of Business, University of Toronto, Oct. 2017
12. Haas School of Business, University of California, Berkeley, Nov. 2016
13. University of Alberta, Triennial Invitational Choice Symposium, May 2016
14. Schulich School of Business, York University, Mar. 2015
15. Ivey School of Business, Western University, Consumer Behavior Symposium, Jan. 2015
16. College of Business and Economics, University of Guelph, Oct. 2013
17. Ivey School of Business, Western University, Empirical and Theoretical Symposium, May 2013
18. Wilfrid Laurier University, SOBDR Symposium, May 2013
19. University of Michigan, Decision Consortium, Ann Arbor, Jan. 2011
20. Ivey School of Business, Western University, Consumer Behavior Symposium, Jan. 2011

### **Selected Research in Progress**

*Five most advanced projects listed. Titles simplified to preserve blind review.*

Berger, J., Rocklage, M., and **Packard, G.** "Mode" (review process)

**Packard, G.**, Li, Y., and Berger, J. "Conversation" (review process)

Boghrati, R., Berger, J., and **Packard, G.** "Style" (review process)

Van Zant, A., **Packard, G.**, Berger, J., and Wang, H., "Pauses" (review process)

**Packard, G.** and Berger, J. "Tense" (review process)

## Competitive Research Grants

Marketing Science Institute (MSI) Grant, 2019

- \$4,100 over one year; co-investigator

SSHRC Insight Development Grant, Government of Canada, 2017

- \$61,100 over three years; principal investigator; proposal ranked #2 of 55 nationally

Lazaridis Institute Research Seed Grant, Wilfrid Laurier University, 2017

- \$6,900 over one year; principal investigator

## Awards, Honors, and Scholarships

Research Excellence Fellow, Schulich School of Business, York University 2021-2023

Outstanding Reviewer Award, *Journal of Consumer Psychology*, 2020

Distinguished Alumni Award, Ross School of Business, University of Michigan, 2020

Best Faculty Research Poster, Schulich School of Business, York University, 2019

Young Scholar Award, Marketing Science Institute (MSI), 2019

Junior Research Excellence Award, Lazaridis School, Wilfrid Laurier University, 2016

Merit Award for Excellence in Research, Wilfrid Laurier University, 2014, 2016

Dean's Commendation for Teaching Excellence, Wilfrid Laurier University, 2013

Best Competitive Paper Award, Society for Consumer Psychology Conference, 2011

Best Discussant Award, Haring Symposium, 2011

Haring Symposium Fellow, 2011

Kendrick Award, 2011 (academic and research achievement)

Excellence in Teaching Award, Rotman School of Management, 2009-2012

Rackham Early Candidacy Grant, 2009

Phelps Grant, 2007-2009

Leo Burnett Scholars Grant, 2009 (research excellence)

University of Michigan Doctoral Fellowship, 2007-2009

Best Speaker, AMA Annual Marketing Research Conference, 2006

Top 30 Marketers Under 30, *Marketing* magazine, 2002

McGill International Graduate Fellowship, 1996-1998

Beta Gamma Sigma, 1995 (academic excellence)

## Teaching Experience

*Logics of Social Research* (DCAD 7100), Schulich School, PhD seminar course, Fall 2020

- Instructor Rating (7 item mean over 1 section): M = 6.8 of 7

*Marketing Research* (MKTG 3100), Schulich School, undergraduate course, Fall 2020

- Instructor Rating (7 item mean over 2 sections): M = 6.2 of 7

*Consumer Behavior* (MKTG 4150), Schulich School, undergraduate course, Sep. 2019 – present

- Instructor Rating (7 item mean over 2 sections): M = 6.4 of 7

*Fundamentals of Behavioral Research* (BU 800), Lazaridis School, PhD/MSc seminar course, Sep. 2016 – Dec. 2018

- Instructor Rating (7 item mean over 3 sections): M = 6.6 of 7

*Consumer Behavior* (BU 842), Lazaridis School, PhD/MSc seminar course, social influence and word of mouth sessions, Jan. 2018 – Dec. 2018

*Marketing Philosophy & Theory* (BU 812), Wilfrid Laurier University (Lazaridis), PhD/MSc seminar course, psychology theory sessions, Jan. 2015 – Apr. 2018

*Marketing Strategy* (BU 452), Lazaridis School, undergraduate course, Jan. 2013 – Apr. 2018

- Instructor Rating (7 item mean over 4 sections): M = 6.7 of 7

*Building and Managing Products, Services and Brands* (BU 362), Wilfrid Laurier University (Lazaridis), undergraduate course, Jan. 2013 – Apr. 2017

- Instructor Rating (7 item mean over 8 sections): M = 6.6 of 7

*Introduction to Marketing Management* (BU 352), Wilfrid Laurier University (Lazaridis), undergraduate course, Sep. 2012– Dec. 2018

- Instructor Ratings (7 item mean over 6 sections): M = 6.6 of 7

*Principles of Marketing* (RSM 250), University of Toronto (Rotman), undergraduate course, Sep. 2009 – Apr. 2012

- Instructor Ratings (7 item mean over 5 sections): M range = 6.1 – 6.6 of 7
- Excellence in Teaching Awards: 2009 – 2012

*Retail and Small Business Marketing*, McGill University / Quebec Public Interest Research Group, Six-week course, January – March 1997

*Profiles in American Enterprise* (BADM 2850), University of Colorado (Leeds), lecture (~300 students) and recitation (18 students), January 1993 – April 1994

- Instructor Rating: 3.9 of 4

## **Course Development**

Marketing Management (MKTG 5200), York University, major update, 2020

Building and Managing Products (BU 362), Wilfrid Laurier University, major update, 2016

## **Academic Service: Reviewing**

Associate Editor: *Journal of Consumer Psychology* (2021)

Editorial Boards: *Journal of Consumer Psychology* (2020)  
*Journal of Consumer Research* (2020-present)  
*Journal of Marketing* (2021)

Journal Articles, Ad-hoc: *Frontiers in Psychology* (2020-present)  
*International Journal of Research in Marketing* (2019-present)  
*Journal of Consumer Psychology* (2013-2019)  
*Journal of Consumer Research* (2015-2020)  
*Journal of Experimental Psychology: General* (2018-present)  
*Journal of Marketing* (2018-2020)  
*Journal of Marketing Research* (2012-present)  
*Management Science* (2019-present)



Program Committees:	<i>Association for Consumer Research Conference (2018)</i> <i>Society for Consumer Psychology Conference (2019-present)</i>
Conferences, Ad-hoc:	<i>Association for Consumer Research (2008-2011, 2013-present)</i> <i>Society for Consumer Psychology (2009-present)</i>
Awards, Ad-hoc:	<i>Marketing Science Institute (MSI) Alden G. Clayton Doctoral Dissertation Proposal Award (2019-2020)</i> <i>Society for Consumer Psychology Doctoral Dissertation Competition (2013-2017)</i> <i>Society for Consumer Psychology Diversity Travel Scholarship (2016)</i>

### **Academic Service: Graduate Student Advising**

2021	Donya Shabgard	PhD thesis co-supervisor, York University
2021	Cairo (Kailuo) Liu	PhD thesis external examiner, University of Toronto
2021	Michael Moorhouse	PhD thesis external examiner, Western University
2019-2020	Nukhet Agar	PhD thesis committee chair, York University
2019	Alex Kaju	PhD thesis external examiner, University of Toronto
2019	Peter Nguyen	PhD thesis external examiner, Western University
2016-present	Claudia Iglesias	PhD thesis co-supervisor, Wilfrid Laurier University*
2016	Courtney Lunt	MA, internal-external examiner, Wilfrid Laurier University
2016	Matthew Philp	PhD, external examiner, Queens University
2015	Kathryn Schuett	MA, internal-external examiner, Wilfrid Laurier University

\*Thesis supervisor until changed institutions in 2019, then sustained co-supervision as an external.

### **Academic Service: Other**

Co-Chair, AMA Winter Academic Conference (Las Vegas), American Marketing Association, 2022  
 Co-Chair, ACR Doctoral Symposium (Seattle), Association for Consumer Research Conference, 2021  
 Member (Non-Core), Tenure and Promotions Committee, York (Schulich), 2021-present  
 Co-Chair, Language Lab Online Seminar Series, 2020  
 Coordinator, NOESIS Lab Meetings, York (Schulich), 2020-present  
 Coordinator, Marketing Management (MKTG 5200), MBA course, York (Schulich), 2020-present  
 Program and Site Committees, Southern Ontario Behavioral Decision Research Conference, 2020  
 Program Committee, SCP Annual Conference, Society for Consumer Psychology, 2019-present  
 BBA/iBBA Program Committee, York (Schulich), 2019-2021  
 Faculty Advisor, York Marketing Association (student club), York (Schulich), 2019-present  
 Program Committee, ACR Annual Conference, Association for Consumer Research, 2018  
 Co-coordinator, Marketing Area PhD Program, WLU (Lazaridis), 2018  
 Selection Committee, Social Sciences and Humanities OGS, WLU, 2017-18  
 Coordinator, Building and Managing Products (BU 362), BBA course, WLU (Lazaridis), 2017-18  
 Coordinator, Marketing Research Symposium, WLU (Lazaridis), 2015-18  
 Co-coordinator, Human Subjects Research Panel, WLU (Lazaridis), 2013-18  
 Ontario University Fair, L WLU (Lazaridis), 2013-18  
 Judge, ICE Case Competition, WLU (Lazaridis), 2013-18  
 Petitions Committee, WLU (Lazaridis), 2013-16  
 Marketing Curriculum Planning Committee, WLU (Lazaridis), 2015-16

Marketing Area Journal Ranking Development, WLU (Lazaridis), 2015  
Marketing Area Research Committee, WLU (Lazaridis), 2014-15  
Coordinator, Marketing Strategy (BU 452), undergraduate course, WLU (Lazaridis), 2013-18  
Dean's Brand Task Force, WLU (Lazaridis), 2013  
Judge, Hawk's Den Case Competition, Laurier Marketing Association, WLU (Lazaridis), 13  
Nominations Committee, WLU (Lazaridis), 2013

### **Professional Affiliations**

Association for Consumer Research  
Association for Psychological Science  
American Marketing Association  
Society for Consumer Psychology  
Society for Personality and Social Psychology

### **Industry / Community Service**

Treasurer and Board of Directors, Frankland Community Day Care, 2015-2017  
Advisory board, Changents.com (cause-related social network), 2006-2012  
Consultant, Canadian Executive Services Organization, 1997-1998

### **Industry Experience**

Indigo Books & Music Inc. (retail brands: Chapters, Indigo, Coles, chapters.indigo.ca)

- Vice President, Loyalty Marketing & Customer Insight, 2005-2007
- Co-Chief Marketing Officer (interim / maternity leave), 2006
- Director, Loyalty Marketing, 2002-2005

Excite Canada, a division of Rogers Media (search engine brands: www.excite.ca, Excite@Home)

- Director of Marketing, 2001-2002
- Senior Manager, CRM & Online Marketing, 2000-2001

BBDO Toronto (ad agency; clients: Excite, Gillette, Kanetix, Lavalife, Molson, Scotiabank)

- Account Supervisor (promoted from Manager), 1998-2000

DMB&B New York (ad agency; clients: Burger King, Citizen Watch, Kraft Foods)

- Media Planner (promoted from Assistant), 1995-1999

### **Popular Press**

Interviews on consumer behavior, CRM, marketing, retailing, and social media including *CBC* (TV, radio, and online), *CTV* (TV and online), *Canadian Press*, *Global News* (TV and Online), *Huffington Post*, *Marketing*, *Maclean's*, *Strategy*, and *Toronto Star*. Media accounts of research Grant is involved in have appeared at *The Globe and Mail*, *Harvard Business Review*, *MIT Sloan Management Review*, *Nature*, *National Geographic*, *Science*, *Scientific American*, *strategy+business*, and *The Wall Street Journal*, among others.