

**FARNAZ GHAEDIPOUR**  
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## ACADEMIC APPOINTMENTS

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2022-2024

**Post-doctoral Fellow**, Centre for Work, Technology, and Organization (WTO),  
Stanford University, Stanford, CA  
- *Faculty Sponsor*: Arvind Karunkaran

## EDUCATION

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**PhD Candidate**, Management of Organizational Behavior and Human Resources  
McMaster University, Hamilton, ON 2022  
(expected)

- *Dissertation*: Autonomy Paradox in Platform Work: A Sociomaterial Perspective on the Work of Instagram Content Creators.
  - Finalist in the INFORMS/*Organization Science* Best Dissertation Proposal Competition, 2021.
- *Dissertation Committee*: Erin Reid (advisor), Aaron Schat, Vishwanath Baba

**Master of Business Administration** 2017  
K.N. Toosi University of Technology, Tehran, THR

**B.S.**, Materials Science and Engineering 2015  
Sharif University of Technology, Tehran, THR

## RESEARCH INTERESTS

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Gig Economy, Algorithms, Future of Work, Identity, Occupations, Gender and Diversity

## RESEARCH

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### Working Papers

Ghaedipour, F. "Metrics as Identity Baits." (manuscript based on dissertation, in preparation for submission to *Administrative Science Quarterly*)

Reid, E. Ghaedipour, F, and Obodaru, O. "Careers as Family Projects." (First R&R– *Journal of Management Science*)

### Research in Progress

Ghaedipour, F., Johnston, H., O'Brady, S., Maffie, M. "Rise of the Techno-Precariat: Understanding Insecurity in the Age of Digital Technologies." (theoretical work in progress, authors listed in alphabetical order)

Ghaedipour, F., Reid, E., Schat, A. "Gendered Accent Penalty: An Informal Network Perspective on Employment Discrimination." (data analysis in progress)

### Articles for Practitioners

Reid, EM., Ghaedipour F. 2021. "Journalism jobs are precarious, financially insecure and require family support." *The Conversation* (online), published March 21, 2021.

- Re-published in: J-Source- Canada (March, 2021), Rappler- Philippines (March, 2021), Psych.org (March, 2021), Philippine Canadian Inquirer (March, 2021), Newsify (March, 2021), Menafn (March 2021), EconoTimes (March, 2021).

### HONORS AND AWARDS

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SSHRC Post-Doctoral Fellowship (\$90,000) 2022-2024  
- Held at Stanford University, Centre for Work, Technology, and Organization (WTO)

Finalist in the INFORMS/*Organization Science* Dissertation Proposal Competition, 2021. 2021  
- "Now in its 29th year, this competition is one of the most prestigious available to doctoral students studying organizations. Eight finalists will be chosen, based on reviews by experienced referees." ([official competition website](#))

Ontario Graduate Fellowship (\$12,000) 2021

Ontario Graduate Scholarship (\$15,000) 2020

Community Engagement Student Leadership Award 2020

McMaster Graduate Research Scholarship (\$30,000) 2017- 2020

Designation of Outstanding in PhD comprehensive exam (subject areas of Organizational Behavior and Human Resources) 2019

### PRESENTATIONS

Metrics as Identity Baits

- In *Future of Work and Technology: Technology, Identity, Self-Quantification, and Autonomy*,
- Symposium, [Organizers: F. Ghaedipour, E. Reid], Academy of Management Meetings, Seattle, August 2022.

## Panel Symposium

- *The Influencer Economy: Exploring the Work of Social Media Cultural Production*, symposium, [organizers: F. Ghaedipour, Y.H. Cho], Academy of Management Meetings, Seattle, August 2022.

“The Effect of AI-Driven Persuasive Technology Design on Platform Workers’ Mindfulness and Time Management.”

- Positive Organizational Scholarship (POS) Research Conference, Michigan, June 2022 (accepted)

“The Autonomy Paradox in Platform Work: A Sociomaterial Perspective on The Work of Content Creators.”

- In *The Gig Work Phenomenon: Insights Into Current Multidisciplinary Research and Trending Topics*, symposium, [Organizers: A. Hofer, C. Straub, and D. Spurk], Academy of Management Meetings, Virtual, August 2021.
- Winner of Michael Driver Best Symposium Award of the CAR division
- Ontario Qualitative Methods Workgroup, May, 2021.
- Cognition in the Rough PDW, Academy of Management, Virtual, August 2021.
- Navigating Qualitative Dissertations PDW, Academy of Management, Virtual, August 2021.

“Gendered Accent Penalty: An Informal Network Perspective on Employment Discrimination.”

- Academy of Management Meeting, Vancouver, BC, August 2020.
- Administrative Sciences Association of Canada, St. Catharines, ON, May 2019.

“The Expansion of Family Supports for Ideal Workers in Precarious Occupations: How Journalists Rely on Family for Household Labor and Financial Support.”

- In *shaping Professional Identity and Practice: The Role of Personal and Contextual Factors*, symposium [Organizers: J. Yen and L. Ramarajan], Academy of Management Meeting, Vancouver, BC, August 2020.

“Gig Economy and Algorithmic labour Control: The Interplay Between Normative Control and Persuasive Technology Design.”

- Cognition in the Rough, Academy of Management, Singapore, May 2020 (cancelled).

Speaker, SHAD Canada 2021, McMaster University, “The Gig Economy: Implications for Workers, Corporations, and Society.”

## TEACHING EXPERIENCE

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### Independent Teaching

Instructor, *Organizational Behavior (IBA3)*, DeGroote School of Business, Spring 2020  
McMaster University

- Average course evaluation rating: 9.3/10

### Teaching Assistantships

*Organizational Behavior, Recruitment and Selection, Training and Development, Organization Theory, Managing Organizations, Strategic Management, Management development, Management of Skills Development, Human Resource Management* 2015- 2020

### **Teaching Training**

Teaching and Learning Certificate of Completion, Paul R. MacPherson Institute for Leadership, Innovation and Excellence in Teaching 2020- 2021

### **SERVICE**

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#### **Professional**

Student Representative- Academy of Management- GDO Division 2021- 2022

Reviewer, Academy of Management Annual Meeting 2019- present

#### **Departmental**

Communication Director, DeGroot Doctoral Student Association 2020- 2021

Social Director, DeGroot Doctoral Student Association 2018- 2019

#### **Community**

Youth outreach team leader –developed and organized workshop on careers in the gig economy for high school students in partnership with Pathways to Education and Shad Valley 2019- 2021

Instructor at Yarigaran NGO –for Afghan immigrant students who could not attend school due to immigration laws- Tehran, THR 2012- 2013

### **AFFILIATIONS**

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Member of Academy of Management (AOM)

Member of Ontario Qualitative Methods Workgroup

### **OTHER EXPERIENCES**

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**Co-Founder**, Shazina Accessory, Online Family Business 2017- 2018

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- Shazina is an Instagram-based online retailer (@shazina\_accessory), which I co-created in 2017 to enable my family to continue my small jewellery business after I left home to pursue my PhD. Shazina is now a flourishing online retailer that is run by women and employs more than ten women from historically disadvantaged backgrounds.

## **SKILLS**

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### **Research Methods**

Ethnography, participant observation, and semi-structured interviews

### **Data Analysis**

Qualitative coding and data analysis (Software: NVivo and ATLAS.ti)