

FARNAZ GHAEDIPOUR

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EDUCATION

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

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

RESEARCH

Manuscripts Under Review

Reid, E. and Ghaedipour, F. “On-Call, Ready to Move, and Moneyed: Family as a Burden and Buttress for the Ideal Worker in a Precarious Occupation.” (manuscript in preparation for submission)

Papers in Progress

Ghaedipour, F., Reid, E., Schat, A. “Gendered Accent Penalty: An Informal Network Perspective on Employment Discrimination.” (manuscript in preparation for submission)

Ghaedipour, F. “Autonomy Paradox in Platform Work: A Sociomaterial Perspective on the Work of Instagram Content Creators.” (dissertation- data collection)

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)

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

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 (\$12000) 2021

Ontario Graduate Scholarship (\$15000) 2020

Community Engagement Student Leadership Award 2020

McMaster Graduate Research Scholarship (\$30000) 2017- 2020

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

PRESENTATIONS AND WORKSHOPS

"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.

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- 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).

INVITED TALKS

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

TEACHING EXPERIENCE

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 2020- 2021
for Leadership, Innovation and Excellence in Teaching

SERVICE

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

Member of Academy of Management (AOM)

Member of Ontario Qualitative Methods Workgroup

OTHER EXPERIENCES

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

- 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

Research Methods

Multiple research design techniques including survey, experiment vignette, experiment sampling, ethnography, participant observation, and semi-structured interviews

Data Analysis

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

Quantitative and Statistical Data Analysis (Software: Stata)