

**FARNAZ “NAZ” GHAEDIPOUR**  
Department of Management Science and Engineering  
Centre for Work, Technology, and Organization (WTO)  
Stanford University  
<mailto:farnazg@stanford.edu>

## **ACADEMIC APPOINTMENTS**

---

**Postdoctoral Fellow** 2022–2024  
Centre for Work, Technology, and Organization (WTO), Management Science and Engineering  
Stanford University, Stanford, CA

- Faculty advisor: Arvind Karunakaran

## **EDUCATION**

---

**PhD** 2022  
Management of Organizational Behavior and Human Resources  
DeGroote School of Business, McMaster University, Hamilton, ON  
*Dissertation*: “The Autonomy Paradox in Platform Work”

- Finalist in the INFORMS/*Organization Science* Best Dissertation Proposal Competition, 2021
- Committee: Erin Reid (chair), Vishwanath Baba, Aaron Schat

**MBA** 2017  
K. N. Toosi University of Technology, Tehran, THR

**BS** 2015  
Materials Science and Engineering  
Sharif University of Technology, Tehran, THR

## **RESEARCH INTERESTS**

---

Future of Work; Technology and Organizations; Impact of Artificial Intelligence and Algorithms on Work; Occupations; Identity; DEI

## **RESEARCH**

---

### **Manuscripts Under Review**

Reid, E. M., Ghaedipour, F., and Obodaru, O. “With or Without You: How People Engage Family in Building Careers in Demanding and Precarious Professions” (third round of reviews–*Journal of Management Studies*)

Ghaedipour, F., “Algorithmic Culture and Control,” in M. Godwyn., E. Swartz, M. Grothe-Hammer, and S.O. Idowu (Eds.) *Encyclopedia of Organizational Sociology* (under review–anticipated publication date: August 2024)

### **Working Papers**

Ghaedipour, F. “Metrics as Identity Baits: Hope Labor Sustained” (in preparation for submission to *Organization Science*)

- **Job Market Paper**, based on dissertation, finalist in the INFORMS/*Organization Science* Best Dissertation Proposal Competition, 2021

Ghaedipour, F., Karunakaran, A. “Obfuscated Entrepreneurialism: Navigating the Contradiction of the Authenticity Mandate and Entrepreneurialism in Platform Occupations” (manuscript based on dissertation, in preparation for submission to *Administrative Science Quarterly*)

---

Ghaedipour, F., Schat, A., “Accent and Gendered Status Hierarchies: An Informal Network Perspective on Employment Discrimination” (theoretical, in preparation for *Academy of Management Review*)

### **Work in Progress**

Reid, E., Ghaedipour, F. “Career Trajectories of Independent Workers” (data analysis)

Ghaedipour, F., Karunakaran, A. “How Do Different Occupational Groups (Creative vs. Technical) Integrate Generative Artificial Intelligence (AI) Into Their Workflow?” (data collection)

Ghaedipour, F., Karunakaran, A. “Implications of Idealized Images of Contemporary Work for People and Organizations: Authenticity, Entrepreneurialism, Passion, and Autonomy” (conceptual, developing for *Academy of Management Review*)

O’Brady, S. Johnston, H., Ghaedipour, F., Maffie, M. “Rise of the Techno-Precariat: Understanding Insecurity in the Age of Digital Technologies” (theoretical work in progress)

Ghaedipour, F., Reilly P., “Persistence of the Male Gaze Through Algorithmic Gaze: Navigating the Tension Between Professionalism and the Algorithmically Driven Demand for Self-Objectification” (literature review)

### **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**

---

SSHRC Postdoctoral Fellowship (\$90,000)

- Held at Stanford University, Centre for Work, Technology, and Organization (WTO) 2022–2024
- Nationwide interdisciplinary competition with a success rate of 20%

Finalist in the INFORMS/*Organization Science* Dissertation Proposal Competition, 2021

- One of the most prestigious available to doctoral students studying organizations 2021
- Eight finalists chosen based on peer reviews

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 on PhD qualifying exam 2019

### **PRESENTATIONS**

---

Metrics as Identity Baits: Hope Labor Sustained

- People and Organizations Conference, Philadelphia, 2023

- 
- In *Putting Worker Identity Front and Center: Identity Construction beyond the Organizational Scaffold* [Organizers: R. Sonal, N. Janardhanan], Academy of Management Meetings, Boston, August 2023
    - Showcase symposium
    - Nominated for MOC Division Best Symposium Award
  - 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

#### Obfuscated Entrepreneurialism: Navigating the Contradiction of the Authenticity Mandate and Entrepreneurialism in Platform Occupations

- In *Authenticity and Individuation in the Digital Era: Technology, Authenticity, and Occupational Work*, symposium [Organizers: F. Ghaedipour, Alan Zhang, A. Karunakaran], Academy of Management Meetings, Boston, August 2023
- In *Platform Economies*, pre-conference workshop [Organizers: T. Bartley, V. Tan Chen, A. Mears, T. Nguyen, B. Shestakofsky, S. Vallas, Z. Zhao], American Sociological Association Meetings, Philadelphia, August 2023

#### The Influencer Economy: Exploring the Work of Social Media Cultural Production

- Panel 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 [online], August 2020
- Administrative Sciences Association of Canada, St. Catharines, ON, May 2019
- DEI and Expertise in Racialized Organizations [Organizers: J. T. Carter, S. Portocarrero, B. Siegler], Columbia Business School, New York, 2023

#### 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

- In 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**

---

### **Teaching**

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

- Average course evaluation rating: 9.3/10
- Undergraduate

### **Teaching Assistantships**

Course Assistant, *Privacy and Responsible AI*, Institute for Computational and Mathematical Engineering (ICME), Stanford University      Summer 2023

### **Teaching Assistant**, DeGroote School of Business, McMaster University

*Organization Theory* (Undergraduate)      2017–2020  
*Organizational Behavior* (Undergraduate)  
*Human Resource Management* (Undergraduate)  
*Managing Organizations* (MBA)  
*Management Development* (MBA)  
*Management of Skills Development* (MBA)  
*Recruitment and Selection* (MBA)  
*Training and Development* (MBA)

### **Teaching Assistant**, K. N. Toosi University of Technology

*Strategic Management* (Undergraduate)      2015–2017  
*Entrepreneurship* (MBA)

### **Teaching Training**

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

## **SERVICE**

---

### **Professional**

Reviewer—INFORMS/*Organization Science* Proposal Competition      2023  
Student Representative, Academy of Management, DEI Division      2020–2022  
Reviewer, Academy of Management Annual Meeting      2019–Present  
Reviewer, International Conference on Information Systems (ICIS)      2023

### **Departmental**

Coordinator and Co-Organizer, WTO Lab      2022–2023  
Communication Director, DeGroote Doctoral Student Association      2020–2021  
Social Director, DeGroote Doctoral Student Association      2018–2019

### **Community**

Youth outreach team leader—developed and organized workshop on careers in the gig economy in partnership with Pathways to Education and Shad Valley      2019–2021  
Instructor at Yarigaran NGO for undocumented immigrant students      2012–2013

## **AFFILIATIONS**

---

Member of Academy of Management (AOM)  
Member of American Sociology Association (ASA)  
Member of Stanford Human-Centered Artificial Intelligence (HAI)

Member of Stanford Communication and Sociology Reading Group  
Member of Ontario Qualitative Methods Workgroup

---

## **OTHER EXPERIENCE**

<b>Co-Founder</b> , Family Business	2017–2018
<b>Content Strategist</b> , Bamilo (online retail startup)	2016–2017

---

## **SKILLS**

### **Research Methods**

Qualitative research methods, including participant observation, semi-structured interviews, ethnography, and digital ethnography

Quantitative research methods, including survey and experiments

### **Data Analysis**

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

Quantitative data analysis (software: Stata)

---

## **REFERENCES**

### **Erin Reid**

Professor / University Scholar, Human Resources & Management, DeGroote School of Business, McMaster University

Email: [reidem@mcmaster.ca](mailto:reidem@mcmaster.ca)

### **Arvind Karunakaran**

Assistant Professor of Management Science and Engineering, Stanford University

Email: [arvindka@stanford.edu](mailto:arvindka@stanford.edu)

### **Hatim Rahman**

Assistant Professor of Management and Organizations, Kellogg School of Business, Northwestern University

Email: [hatim.rahman@kellogg.northwestern.edu](mailto:hatim.rahman@kellogg.northwestern.edu)

### **Otilia Obodaru**

Professor, Management, Strategy & Organization

Email: [oo397@bath.ac.uk](mailto:oo397@bath.ac.uk)

### **Vishwanath Baba**

Professor, Human Resources & Management, DeGroote School of Business, McMaster University

Email: [baba@mcmaster.ca](mailto:baba@mcmaster.ca)