FARNAZ "NAZ" GHAEDIPOUR
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ACADEMIC APPOINTMENTS

Postdoctoral Scholar 2022–2024
Centre for Work, Technology, and Organization (WTO), Management Science and Engineering
Stanford University, Stanford, CA
- Faculty advisor: Arvind Karunakaran
- Partially funded by SSHRC Postdoctoral Fellowship

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; Moral Markets; Digital Entrepreneurship; 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" (fourth round of revision–*Journal of Management Studies*)

Ghaedipour, F., Karunakaran, A. "Desacralized Selves and Obfuscated Intentions: Navigating the Contradiction of the Authenticity Mandate and Entrepreneurialism in Platform Occupations" (Under review at *Administrative Science Quarterly*)

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

Ghaedipour, F., Schat, A., "Accent and Gendered Status Hierarchies: An Informal Network Perspective on Employment Discrimination" (theoretical, targeting *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)

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

Finalist in the INFORMS/*Organization Science* Dissertation Proposal Competition, 2021   2021
- One of the most prestigious available to doctoral students studying organizations
- 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 Labor 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 INTERESTS

Undergraduate and MBA: Organizational Behavior; Human Resource Management; Digital Entrepreneurship; Change Management; Technology Management; Digital Innovation

Doctoral: Organizational Behavior, Organizational Theory, Qualitative Research Methods

TEACHING EXPERIENCE

Independent Teaching

Instructor, *Organizational Behavior (1BA3),* DeGroote School of Business, McMaster   Spring 2020
University
- Average course evaluation rating: 9.3/10
- Undergraduate

Teaching Assistantships

Course facilitator, *Privacy and Responsible AI*, Institute for Computational and   Summer 2023
Mathematical Engineering (ICME), Stanford University
- Average course evaluation rating: 4.4/5

Teaching Assistant, DeGroote School of Business, McMaster University
    Organization Theory (Undergraduate)
    Organizational Behavior (Undergraduate)   2017–2020
    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   2015–2017
    Strategic Management (Undergraduate)
    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

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

SKILLS

Research Methods

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