

## FARNAZ GHAEDIPOUR

McMaster University, DeGroote School of Business  
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### EDUCATION

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**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

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

### RESEARCH

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#### 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.” (Under Review-*Academy of Management Journal*)

#### Papers in Progress

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

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

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|---|------------|
| Finalist in the INFORMS/ <i>Organization Science</i> Dissertation Proposal Competition, 2021.                       | 2021       |
| 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

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"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).

## **INVITED TALKS**

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Speaker, SHAD Canada 2021, “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 2020- 2021  
for Leadership, Innovation and Excellence in Teaching

## **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, DeGroote Doctoral Student Association 2020- 2021  
Social Director, DeGroote Doctoral Student Association 2018- 2019

## **Community**

Coordinator at oSEM career and graduate school fair 2021- 2022  
Volunteer at the oSTEM mentorship program 2021- 2022  
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  
Member of oSTEM Global

## **OTHER EXPERIENCES**

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**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.

**Business Analyst**, Bamilo, Tehran, THR 2015- 2016

- Founded in 2014, Bamilo was an international ecommerce Startup that became one of the two leading marketplaces in the country in two years.

## **SKILLS**

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### **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)