

**CURRICULUM VITAE**  
**SARA MAHABADI**

**Curriculum Vitae**  
**Sara Mahabadi**

Alberta School of Business, Alberta University  
11211 Saskatchewan Dr NW  
Edmonton, AB T6G 2r6  
sara.mahabadi@ualberta.ca

**EDUCATION**

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- Ph.D. Desautels Faculty of Management, McGill University, Management (Organizational Behavior), 2023  
Dissertation Title: Three Essays of Startup-Ecosystem Interactions  
Dissertation Committee: Lisa E. Cohen (chair), Arvind Karunakaran, Charlotte Cloutier
- MBA Desautels Faculty of Management, McGill University, Strategy and Leadership, 2017

**TENURE-LINE ACADEMIC APPOINTMENTS**

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- 2022- Assistant Professor, Department of Strategy, Entrepreneurship, and Management, Alberta School of Business, Alberta University

**PUBLICATIONS**

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- Cohen, L. E. and **Mahabadi, S.** (2022). "In the Midst of Hiring: Pathways to Anticipated and Accidental Job Evolution during Hiring." *Organization Science*. 33 (5), 1938-1963.
- Cohen, L. E., Dokko, G., & **Mahabadi, S.** (2023). "The Creation of Routines and Roles in Startups." Forthcoming in Olav Sorenson & Patricia H. Thornton (eds.) *De Gruyter Handbook of Sociology of Innovation and Entrepreneurship*, Berlin, Boston: De Gruyter: 565-580.

**MANUSCRIPTS UNDER REVIEW/R&R**

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- Mahabadi, S.**, Cohen, L. E. and Karunakaran, A. External Stakeholder Collaboration in Hiring and Job Design in Startups (Title changed for peer review; Received Third Round R&R at Administrative Science Quarterly)

**WORKING PAPERS**

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- Mahabadi, S.**, Karunakaran, A., and Cohen L. E. Permission to Drift: How Credentialing Creates Evaluative Drift (Getting ready for submission at Academy of Management Journal)

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## SARA MAHABADI

**Mahabadi, S.**, Jennings, J. E. Block, E. S. When the Brand Becomes Political: Imposed Activism and the Structural Vulnerability of the Person-as-Platform Organizational Form (Getting ready for submission at Academy of Management Review)

**Mahabadi, S.** “How Accelerators Shape Entrepreneurial Identities: Evidence from an Accelerator Program.” (Getting ready for submission at Strategic Management Journal)

Buie, Le. H., Cohen, L. E., **Mahabadi, S.** “Shuffle, then Deal: Changing Organizational Systems of Jobs in Response to Misfit.” (Getting ready for submission at Administrative Science Quarterly)

**Mahabadi, S.**, Basir, N “Navigating Multiple Identities: The Challenges of Iranian Diaspora Entrepreneurs in Canada.” (Data collection phase)

### PRACTITIONAR-ORIENTED PUBLICATIONS

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Cohen, L. E., **Mahabadi, S.** (2022). “Why The Job You Apply for May Not Be the Job You Get.” The Conversation. DOI: <https://doi.org/10.64628/AAM.swdrw4cfy>

### CONFERENCE PRESENTATIONS

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“From Digital Entrepreneurs to Digital Activists: Dynamics and Counter-Dynamics in a Case of Imposed Future-Making.” Presented at EGOS 2025, Athens; Reversing the Arrow 2026.

“Evaluation-in-the-Wild: Explaining the Processes and Consequences of Evaluative Drift.” Presented at Equitable Opportunity Conference at MIT Sloan School of Management, Boston; EGOS 2025.

“You Can’t Always Get What You Want: Hiring As an Occasion for Structuring Startup Teams.” The Davis Conference on Qualitative Research 2024, UC Davis, California.

“How Accelerators Shape Entrepreneurial Identity.” West Coast Research Symposium on Technology Entrepreneurship 2023, Foster School of Business, Seattle.

“How Investors Shape How and Who Startups Hire.” Presented at Wharton People and Organizations Conference 2023, Philadelphia; McGill-Cornell Institutions & Entrepreneurship 20223, Montréal.

“Why Startup Jobs Matter: How Startup Jobs Push Job Seekers and Employees out of the Startup Hiring Ecosystem.” Presented at Wharton People and Organizations Conference 2022, Philadelphia; Presented at EGOS 2022, Vienna.

“External Influences: How Investors Shape How and Who Startups Hire.” Presented at Academy of Management Connections 2022, Seattle, WA; West Coast Research Symposium on Technology Entrepreneurship 2022, Foster School of Business, Seattle.

# CURRICULUM VITAE

## SARA MAHABADI

“A Paradox of Early-stage Startup Evaluation: Information Gathering Versus the Obsession over the “Ideal” Founder.” Presented at the Wharton People and Organizations Conference 2021, Philadelphia; EGOS 2022, Vienna.

“How Advisors Shape Entrepreneurial Identities: Evidence from an Accelerator Program.” Presented at Alberta Institution Conference 2022, Edmonton, Alberta.

“Learning by Hiring: How Hiring Processes Facilitate Learning Across Startup-Ecosystem Boundaries.” Presented at an Academy of Management symposium on Career Mobility and Hiring Bias, selected for All-Academy Theme program 2021 (Online); Economic Sociology Conference at MIT Sloan 2021.

“Hiring and Beyond: The Effects of Startup-Ecosystem Boundary Crossing in Hiring.” Presented at the Wharton People and Organizations Conference 2021, Philadelphia.

“The Uncertain and the Unexpected: Pathways to the Evolution of Job Structures in the Throes of Hiring.” Presented at Academy of Management Connections 2020 (online).

“At the crossroads: A study of the intersection of hiring and job design in entrepreneurial organizations.” Presented at EGOs 2019, Edinburgh.

“Evolution by Hiring: How Job Structures Evolve in the Throes of Hiring.” Presented at Wharton People and Organizations Conference 2019, Philadelphia.

### TEACHING

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#### **Organization Strategy**

(MBAs), Alberta School of Business, Alberta University. Winter 2025 & 2026

\*Won the MBA Association award for Excellence in Teaching 2026

#### **Business Strategy**

(MBAs), Alberta School of Business, Alberta University. Winter 2025

#### **Managing Workforce in Canada**

(Undergraduates), Alberta School of Business, Alberta University. Winter 2024

#### **Introduction to Management, Organization, and Entrepreneurship**

(Undergraduates), Alberta School of Business, Alberta University. Winter 2023

#### **Managing Organizational Change**

(MBAs), Alberta School of Business, Alberta University. Fall 2022, Winter 2024, Winter 2025

#### **Introduction to Organizational Behaviour**

(Undergraduates), Desautels Faculty of Management, McGill University. Winter 2021 (remote delivery), Fall 2022 (in person)

### MEDIA ENGAGEMENT

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- <https://globalnews.ca/video/9512566/albertas-transformational-job-hiring-landscape>
- <https://www.hrreporter.com/focus-areas/automation-ai/pulled-in-every-direction-hr-leaders-navigating-rto-mandates-ai-disruption-finds-report/392219>

# CURRICULUM VITAE

## SARA MAHABADI

- <https://www.hrreporter.com/focus-areas/recruitment-and-staffing/why-is-boomerang-hiring-on-the-rebound/392822>
- <https://faculti.net/how-investors-shape-who-and-how-startups-hire>
- <https://www.hrreporter.com/focus-areas/recruitment-and-staffing/behind-the-walmart-canada-raises-for-40000-employees/387672>
- <https://www.hcamag.com/ca/news/general/productivity-in-the-age-of-flexibility-are-remote-workers-less-productive/492477>
- <https://www.hrreporter.com/focus-areas/compensation-and-benefits/new-surveys-provide-insights-for-comp-planning-in-2024/383617>

### PROFESSIONAL SERVICE

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#### Reviewer

- Academy of Management Annual Meeting (2019-2025)
- Strategic Entrepreneurship Journal (2022-2025)
- Journal of Organizational Ethnography (2024- 2025)
- Californian Management Review (2026)

#### Organizer

- Co-organized speakers series for the SEM department (2022-2025)
- Co-organized the Cultural Entrepreneurship sub-theme for the EGOS 2024
- Co-organized doctoral consortium for the WCRS conference (2024-2026)
- Co-organized Alberta School of Business SEM Workshop on Work & Organizations (2024)

### OMT COMMUNICATIONS COMMITTEE

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- Interviewed the Trailblazer Award winners of 2020 (Maureen Scully, Bryant Hudson & Gerardo Okhuysen) that was published on the OMT website <https://omt.aom.org/newsletters/f20/trailblazer>
- Interviewed the Louis Pondy Best Dissertation Award winner of 2020 (Brittany Bond) <https://omt.aom.org/newsletters/f20/louispondy>
- Joined the OMT podcast team in early 2021 and cohosted some of the sessions for 2022, 2023, and 2024 seasons

### AWARDS

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2025-2026	Alberta School of Business Hugh E. Pearson Fellowship (\$15000)
2022-2023	Alberta School of Business EFF-SAS Award (\$3000)
2022-2023	Alberta School of Business EFF-SAS Award (\$8000)
2022	Alberta School of Business Teaching Grant (\$2000)
2022-2026	Alberta School of Business Faculty Research Grant (\$40000 for 4 years)
2017-2022	Desautels Doctoral Fellowship (\$25000 guaranteed funding for 5 years)

### LANGUAGES

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Fluent in Persian, English and French, conversational Spanish