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

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 Desautesls Faculty of Management, McGill University, Strategy and Leadership, 2017

TENURE-LINE ACADEMIC APPOINTMENTS

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

PUBLICATIONS

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.

Mahabadi, S., Cohen, L. E. and Karunakaran, A. External Stakeholder Collaboration in Hiring and Job Design in Startups (Provisionally accepted at *Administrative Science Quarterly*)

MANUSCRIPTS UNDER REVIEW/R&R

Mahabadi, S., Jennings, J. E. Block, E. S. When the Identity Becomes Political (Title changed for peer review; Under review at Academy of Management Review)

Mahabadi, S., Karunakaran, A., and Cohen L. E. Permission to Drift: How Credentialing Creates Evaluative Drift (Title changed for peer review; Under review at Academy of Management Journal)

WORKING PAPERS

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. "How Accelerators Shape Entrepreneurial Identities: Evidence from an Accelerator Program." (Getting ready for submission at Strategic Managent Journal)

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Mahabadi, S., Block, E. S. "Navigating Multiple Identities: The Challenges of Iranian Diaspora Entrepreneurs in Canada." (Getting ready for submission at Journal of Business Venturing)

Mahabadi, S., Jennings, J. E. Block, E. S. "From Digital Entrepreneurs to Digital Activists ." (Getting ready for submission at Journal of Management Studies)

Lee, S., **Mahabadi, S**. "When Institutional Promises Become Uncertain." (Ideation phase)

Chan, C., Eren, D., **Mahabadi, S**. "Inequality Among Content Creators as an Emerging Occupation." (Getting ready for submission to RSO special issue on equitable opportunity)

PRACTITIONAR-ORIENTED PUBLICATIONS

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

Behravesh, S. A., Davis, J., Eberhart, R., Lee, S., **Mahabadi, S.** Responsibility Without Authority: the Hidden Cost of Entrepreneurship (Accepted at Californian Management Review)

CONFERENCE PRESENTATIONS

"Not Just a Job: Processes and Consequences of Collaborative Job Design in Nascent Organizations." Presented at Academy of Management 2026, Philadepogia.

"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 2025, Boston; EGOS 2025, Athens; EOC, Montreal 2026.

"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 Entrepreneurshio 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 Entrepreneurshio 2022, Foster School of Business, Seattle.

"A Paradox of Early-satge 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.

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"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.

TEACHING

Organization Strategy
(MBAs), Alberta School of Business, Alberta University. Winter 2025 & 2026
*Won the MBA Association award for Excellence in Teaching 2026
*Won the Donald and Margaret MacKenzie Award 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

- 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
- 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

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 SEM Workshop on Work & Organizations (2024)

OMT COMMUNICATIONS COMMITTEE

- 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 for 2022- 2024

AWARDS

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)

LANGUAGES

Fluent in Persian, English and French, conversational Spanish