

CURRICULUM VITAE
SARA MAHABADI

Curriculum Vitae
Sara Mahabadi

Alberta School of Business, Alberta University
11211 Saskatchewan Dr NW
Edmonton, AB T6G 2r6
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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 Desautels 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.

MANUSCRIPTS UNDER REVIEW/R&R

- Mahabadi, S.**, Cohen, L. E. and Karunakaran, A. External Stakeholder Collaboration in Hiring and Job Design in Startups (Title changed for peer review; Received Second Round R&R at **Administrative Science Quarterly**)
- Mahabadi, S.**, Karunakaran, A., and Cohen L. E. Explaining the Processes and Consequences of Evaluative Drift (Title changed for peer review; Under Review at **Administrative Science Quarterly**)
- Mahabadi, S.**, Jennings, J. E. Explaining the Processes and Consequences of Digital Activism for Digital Entrepreneurs (Title changed for peer review, Under Review at **Journal of Management Studies**)

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WORKING PAPERS

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

Cohen, L. E., **Mahabadi, S.** and Yang, T.* “ Why Startup Jobs Matter: How Startup Jobs Push Job Seekers and Employees out of the Startup Hiring Ecosystem.” (Getting ready for submission at Organization Science)

*Equal contribution of authors.

CONFERENCE PRESENTATIONS

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

“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, Athens.

“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.

“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

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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.

“Transactive Memory Systems: A Potential Way to Overcome Liability of Newness in Start-
ups.” Presented at ASAC 2018, Toronto.

TEACHING

Organization Strategy

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

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>

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- <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)

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 (2024-2025)
- Co-organized Special Alberta School of Business SEM Workshop on Work and 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 some of the sessions for 2022, 2023, and 2024 seasons

AWARDS

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)
2017	National Bank Financial Group PhD Fellowship Award, (\$5000)

MEMBERSHIPS

- Academy of Management
- American Sociological Association

LANGUAGES

Fluent in Persian, English and French, conversational Spanish