

**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

**PEER-REVIEWED 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, De Gruyter Handbook of Sociology of Innovation and Entrepreneurship.

**WORKING PAPERS**

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- Mahabadi, S.**, Cohen, L. E. and Karunakaran, A. "You can't always get what you want: How Investors Use Hiring as an Occasion for Structuring Startups."
- Mahabadi, S.**, Karunakaran, A. and Cohen, L. E. "A Paradox of Early-stage Startup Evaluation: Information Gathering Versus the Obsession over the "Ideal" Founder."
- Mahabadi, S.** "How Accelerators Shape Entrepreneurial Identities: Evidence from an Accelerator Program."
- 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."  
\*Equal contribution of authors.

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**CONFERENCE PRESENTATIONS**

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- “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 2023, 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 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.

# CURRICULUM VITAE

## SARA MAHABADI

### TEACHING

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#### **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

#### **Change Management** (MBAs), Alberta School of Business, Alberta University. Fall 2022 & Winter 2024

#### **Introduction to Organizational Behaviour** (Undergraduates), Desautels Faculty of Management, McGill University. Winter 2021 (remote delivery), Fall 2022 (in person)

#### **Talent Management in a Global World** (MBAs), Desautels Faculty of Management, McGill University. Teaching Assistant for professor Cohen. Winter 2017 & 2018

#### **Managing Analytics Teams** (MMAs), Desautels Faculty of Management, McGill University. Teaching Assistant for professor Sonberg. Summer 2018

### 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 and 2023 seasons

### PROFESSIONAL SERVICE

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#### **President** of Desautels Doctorate Student Society (2018- )

- Participated in the academic committee and faculty meetings and raised doctoral student concerns
- Organized seminars and workshops for PhD students and coordinated the event with the PhD administration office, dean's office and faculty members
- Organized the first Desautels Doctoral Alumni-Student Conference, June 2021 (Prof. Kamal Munir as keynote speaker and 10 other alumni across different specializations)

#### **Reviewer**

- Academy of Management Annual Meeting (2019-2020)
- Strategic Entrepreneurship Journal (2022-2023)

### AWARDS

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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)

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2017 National Bank Financial Group PhD Fellowship Award, (\$5000)  
2016 Desautels MBA, Internship Award, (\$7300)  
2015-2016 Desautels Desautels MBA, Entrance Award, (\$4000)

**MEMBERSHIPS**

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- Academy of Management
- American Sociological Association

**LANGUAGES**

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Fluent in English and French, conversational Spanish

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