

Mehri E. Baloochi

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EDUCATION

Ph.D. Candidate (Sep 2021 to present). Strategy, Entrepreneurship, and Management. Alberta School of Business, University of Alberta, Alberta, Canada.

M.Sc., MBA (Sep 2010 to Feb 2014). Organizational Development and Human Resource Management. School of Management, University of Tehran, Tehran, Iran.

B.Sc. (Sep 2005 to Sep 2009). Petroleum Engineering. School of Petroleum Engineering, Petroleum University of Technology, Ahvaz, Iran.

RESEARCH INTERESTS

Institutional Theory, Theories of Power and Resistance, Institutional Dynamics, Practice Theory, Social Movements, Trust, Stigma, Resilience.

PUBLICATIONS

Baloochi, M. E., Glaser, V., Melnick, R., Moore, P., & Verhoeven, D. (Forthcoming). *Arthouse Cinemas at a Crossroads: Laemmle Theatres Weighs its Future*. Ivey Publishing.

Baloochi, M. E., & Caza, A. (2022). Trait resilience: Jingle fallacy or triangulation? *Academy of Management Proceedings*, 2022(1), 10919. <https://doi.org/10.5465/AMBPP.2022.10919abstract>

Baloochi, M. E., Bansal, A., Brawley Newlin, A., Zanoni, P., Zhen, L., Bryant, C., Caza, A., Curran, N. M., Galperin, H., Neville, L., Sawyer, K., & Thoroughgood, C. N. (2021). Equality and discrimination in the new world of work. *Academy of Management Proceedings*, 2021(1), 14070. <https://doi.org/10.5465/AMBPP.2021.14070symposium>

Baloochi, M. E. (2020). Resilience does matter: A meta-analysis of trait resilience outcomes in the organizational setting. *Proceedings of the Eightieth Annual Meeting of the Academy of Management*. <https://doi.org/10.5465/AMBPP.2020.127>

Achievement: Finalist for Arnon Reichers Best Student Paper and Selected for the Best Paper Proceedings by the Careers Division.

Caza, A., Caza, B. B., & **Baloochi, M. E.** (2020). Resilient personality: Is grit a source of resilience? In E. H. Powley, B. B. Caza, & A. Caza (Eds.), *Research handbook on organizational resilience* (pp. 25-38). Edward Elgar Publishing, Inc.

WORKING PAPERS

Baloochi, M. E. Between Constraint and Creation: Understanding the Institutionalization of Oppressive Practices in the Iranian Film Industry, *in progress*.

Description: An institutional analysis investigating how oppressive practices – practices that are top-down with the explicit aim of limiting practitioners’ freedom and autonomy – became normalized in Iran's film industry while exploring how filmmakers navigated and responded to these constraints.

Baloochi, M. E. Reimagining Imagination: Envisioning Futures, Reclaiming Pasts, and Living Presents, *in progress*.

Description: A study examining the evolution of Iranian women's resistance to compulsory hijab legislation, analyzing how their tactics of bodily autonomy have transformed in response to shifting sociopolitical contexts.

Baloochi, M. E. From Success to Crisis: A Historical Analysis of Iran's Healthcare System (1984-2025), *in progress*.

Description: A historical examination of Iran's healthcare system's journey from post-revolution triumph to contemporary crisis, tracing the institutional changes that transformed a once-celebrated system into one facing severe challenges.

REFEERED CONFERENCES

Baloochi, M. E., Ebrahiminejad, M., & Block, E. (2023). Unmasking the perils of trust: Insights from an autocratic context. *39th European Group for Organizational Studies Colloquium*.

Baloochi, M. E., & Caza, A. (2022). Multiple conceptualizations and operationalizations of trait resilience: Jingle fallacy or triangulation? *82nd Annual Meeting of the Academy of Management*.

Baloochi, M. E., Neville, L., & Caza, A. (2021). Does discrimination persist in the new world of work? A model of hiring discrimination in online gig-work platforms. *81st Annual Meeting of the Academy of Management*.

Baloochi, M. E. (2020). Resilience does matter: A meta-analysis of trait resilience outcomes in the organizational setting. *80th Annual Meeting of the Academy of Management*.

Achievement: Finalist for Arnon Reichers Best Student Paper and Selected for the Best Paper Proceedings by the Careers Division.

Caza, A., Caza, B., & **Baloochi, M. E.** (2019). Resilient personality: Is grit a source of resilience? *Positive Organizational Scholarship Research Conference*, Ross School of Business, Michigan, USA.

NON-REFEERED CONFERENCES

Baloochi, M. E. (2024). Integrating historical methods in organization studies: A systematic framework for theory-building from historical data. 2024 Business Ph.D. Research Conference.

Baloochi, M. E. (2023). Unmasking the perils of trust: Insights from an understudied context. 2023 Business Ph.D. Research Conference.

Baloochi, M. E. (2022). The battle of stigmatization: When the stigmatized wins. 2022 Business Ph.D. Research Conference.

Baloochi, M. E., Caza, A., & Caza, B. (2021). Multiple conceptualizations and operationalizations of trait resilience: Jingle fallacy or triangulation? 2021 Business Ph.D. Research Conference.

HONOURS AND AWARDS

- Doctoral Student Award for Professional Excellence (Spring 2024). University of Alberta. [\$1,200].
- Alberta School of Business Doctoral Scholarship (Fall 2021 - Fall 2027). University of Alberta. [\$165,000].
- Arnon Reichers Best Student Paper Finalist (Summer 2020). 80th Annual Meeting of the Academy of Management.
- Best Paper Proceedings, Careers Division (Summer 2020). 80th Annual Meeting of the Academy of Management.
- Graduate Student Research Award (Winter 2020). University of Manitoba. [\$7,500].
- International Graduate Student Scholarship (Fall 2019). University of Manitoba. [\$5,400].
- International Graduate Student Entrance Scholarship (Fall 2018). University of Manitoba. [\$5,400].
- Asper School of Business Doctoral Fellowship (Fall 2018 to July 2021). University of Manitoba. [\$75,000].

TEACHING EXPERIENCES

- Instructor (Winter 2025). Introduction to Strategy, Entrepreneurship, Management (Undergraduate level). University of Alberta. Teaching 105 students.
 - Student Perspectives of Teaching (SPOT) Result: Anticipated.
- Teaching Assistant to Professor David Deephouse (Fall 2024). Strategy and Innovation (Undergraduate level). University of Alberta.
- Instructor (Winter 2024). Introduction to Strategy (Undergraduate level). University of Alberta. Taught 460 students.
 - Student Perspectives of Teaching (SPOT) Result: Overall average score across all domains: 3.79 (Shared between seven instructors of the course).

- Teaching Assistant to Professor David Deephouse (Summer 2022). Managing International Enterprises (Master level). University of Alberta.
- Teaching Assistant to Professor David Deephouse (Fall 2022). Strategy and Innovation (Undergraduate level). University of Alberta.

ACADEMIC SERVICES

- Researcher (2024 – present). The Alberta Business Family Institute (ABFI) and the Centre for Entrepreneurship & Family Enterprise (CEFE), University of Alberta.
- Reviewer (2024). Organization & Management Theory Division (OMT) and Strategic Management Division (STR), 84th Annual Meeting of the Academy of Management.
- Council Member (2023 – 2024). Graduate Students' Association, University of Alberta.
- VP Executive (2023 – 2024). Business Doctoral Student Association, University of Alberta.
- Committee Chair (2023). Business Research Conference Committee, University of Alberta.
- Symposium Organizer (2021). "Equality and Discrimination in the New World of Work," 81st Annual Meeting of the Academy of Management.

VOLUNTEER SERVICES

- Co-organizer (2024). Family Cinema Businesses: Screening and Panel Discussion of "Only in Theatres."
- Digital Web Designer and Co-content Provider (2020 – present). The Gig Work Life.
- Outreach Volunteer (2022). Iranian Community in Edmonton.
- Outreach Volunteer (2022). Iranian Student Association, University of Alberta.

INDUSTRY EXPERIENCES

- Human Resource Business Partner (2017 – 2018). Solico Group Food Industries (Kalleh Dairy Co.), Tehran, Iran.
- Human Resource Training & Development Supervisor (2015 – 2016). AsiaTech Data Transmission Company, Tehran, Iran.
- Human Capital Development Expert (2015). Crouse Production Industry Co., Tehran, Iran.
- Human Resource Development Expert (2014 – 2015). Saman Electronic Payment, Tehran, Iran.
- International Procurement Expert (2012 – 2014). Lotus Mehr Iranian & Khadamate Talaie Emad, Tehran, Iran.

CERTIFICATES

Academia:

- Latent Profile Analysis (LPA) and Mplus Workshop (2022). Hosted by Dr. Matthew McLarnon.
- Summer Institute in Computational Social Science (2021). Rutgers University.
- Web-Scraping and Data-Cleaning for Research Workshop (2020). Hosted by Dr. Noah Stoffman.

Industry:

- Assessment Center Preparation Course, 2017, Industrial Management Institute (IMI), Tehran, Iran
- Human Resource Excellence Model Assessor, 2016, Iranian Society For Human resource, Tehran, Iran
- Data Analysis and Process Improvement, 2016, AsiaTech Data Transmission Company Tehran, Iran
- EFQM Excellency Model, 2016, Intelligent Persian Consultants, Tehran, Iran
- Human Resource Business Professional, 2015, Aryana Project Management Institute, Tehran, Iran
- Triz- The Creative Use of Systematic Innovation, 2015, Ghane Business School, Tehran, Iran
- Employment Interview Techniques, 2015, Industrial Management Institute (IMI), Tehran, Iran
- Manager Performance Management, 2015, Hamayesh Azma Parsian Institute, Tehran, Iran
- Labour laws and social security, 2012, The Industrial Management Institute (IMI), Tehran, Iran
- Effective Communication, 2013, Aria learning Development Research Institute, Tehran, Iran

COMPUTER SKILL

- Familiar with Dedoose
- Familiar with Python, R-Studio, SPSS, Mplus
- Microsoft Office: Word, Excel, Visio, Outlook & PowerPoint
- Familiar with SAP-HR Module, Expert Choice and TOPSIS, TFS project management