

Mehri E. Baloochi
University of Alberta, Alberta School of Business
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EDUCATION

Ph.D. Student (Strategy, Entrepreneurship, and Management)

Alberta School of Business, University of Alberta, Canada
GPA ..., Sep 2021 - Present

Ph.D. Student (Management, Business Administration)

Asper School of Business, University of Manitoba, Canada
GPA 4.2/4.5, Sep 2018 – August 2021

M.Sc., MBA (Organizational Development and Human Resource Management)

University of Tehran, Tehran, Iran
GPA 18.95/20, Sep 2010 - Feb 2014

B.Sc., Bachelor of Petroleum Engineering

Petroleum University of Technology, Ahvaz, Iran
GPA 16.95/20, Sep 2005 - Sep 2009

RESEARCH INTEREST

Stigma and discrimination, Resilience, Institutional dynamics in totalitarian context, Ambivalent institutional context

PUBLICATION

Baloochi, Mehri E. (2020). Resilience does matter: A meta-analysis of trait resilience outcomes in the organizational setting. In Guclu Atinc (Ed.), *Proceedings of the Eightieth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561. DOI: 10.5465/AMBPP.2020.127.

* Finalist for 2020 Arnon Reichers Best Student Paper, 80th Annual Meeting of the Academy of Management

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 PAPER

Caza, B., **Baloochi, M. E.**, & Caza, A. Resilience Resources: Individual Attributes that Contribute to Resilient Outcomes – Status: R & R in Journal of Organizational Behaviour

Baloochi, M. E. I'm Stigmatized; Therefore I Am: Stigmatization in a Contested Totalitarian Context – Status: Theory development and data collection

CONFERENCE

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*.

* Finalist for 2020 Arnon Reichers Best Student Paper, 80th Annual Meeting of the Academy of Management

* Selected for the Best Paper Proceedings by the Careers Division, 80th Annual Meeting of the Academy of Management

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

HONOUR AND AWARD

- ✓ Finalist for 2020 Arnon Reichers Best Student Paper, 80th Annual Meeting of the Academy of Management
- ✓ Alberta School of Business Doctoral Scholarship – Fall 2021 to August 2025 – \$130,000
- ✓ Asper School of Business Doctoral Fellowship – Fall 2018 to July 2021 – \$120,000
- ✓ Graduate Student Research Award – Winter 2020 – \$7,500
- ✓ International Graduate Student Scholarship – Fall 2019 – \$5,400
- ✓ International Graduate Student Entrance Scholarship – Fall 2018 – \$5,400

ACADEMIC SERVICE

- ✓ Symposium Organizer, "Equality and Discrimination in the New World of Work." 2021. 81st Annual Meeting of the Academy of Management.

INDUSTRY EXPERIENCE

Human Resource Business Partner

Solico Group Food Industries (Kalleh Dairy Co.), Tehran, Iran
May 2017- May 2018 – Full Time

H.R. Training & Development Supervisor

AsiaTech Data Transmission Company, Tehran, Iran
Nov. 2015 – Sep 2016 – Full Time

Human Capital Development Expert

Crouse Production Industry Co., Tehran, Iran
August 2015 – Nov. 2015 – Full Time

Human Resource Development Expert

Saman Electronic Payment (SEP), Tehran, Iran
May 2014 - August 2015 – Full Time

International procurement Expert

Lotus Mehr Iranian & Khadamate Talaie Emad, Tehran, Iran
March 2012 – May 2014 - Full Time

LANGUAGE

Persian (Farsi): Native

English: IELTS (Overall Band Score: 7.5)

CERTIFICATE

Academia:

- ✓ LPA and MPLUS workshop, 2022, Dr. Matthew McLarnon
- ✓ Summer Institute in Computational Social Science, 2021, Rutgers University
- ✓ Web-Scraping and Data-Cleaning for Research, 2020, 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 Python, R-Studio, SPSS, Mplus
- ✓ Microsoft Office: Word, Excel, Visio, Outlook & PowerPoint
- ✓ Familiar with SAP-HR Module, Expert Choice and TOPSIS, TFS project management

REFERENCE

Dr. Brianna Barker Caza

Associate Professor, Bryan School of Business and Economics, University of North Carolina.
Bryan 435, Bryan School of Business and Economics, Greensboro, NC 27402.

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Dr. Emily S. Block

George M. Cormie Chair in Management

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Dr. Madeline Toubiana

Associate Professor, Telfer School of Management, University of Ottawa.

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