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EDUCATION

Ph.D. Candidate. Strategy, Entrepreneurship, and Management. Alberta School of Business, University of Alberta, Alberta, Canada.

Dissertation: This Body Will Not Obey: The 46-Year Struggle for Legitimacy in Iranian Women's Resistance.

Committee: Emily Block, Vern Glaser, and Michael Lounsbury.

M.Sc., MBA. Organizational Development and Human Resource Management. School of Management, University of Tehran, Tehran, Iran.

B.Sc. Petroleum Engineering. School of Petroleum Engineering, Petroleum University of Technology, Ahvaz, Iran.

SELECTED HONORS

- Best International Paper Nomination, Organization and Management Theory Division, Academy of Management, 2026.
- Best Paper Award, Across All 20 Divisions, Administrative Sciences Association of Canada, 2026.
- Graduate Student Teaching Award, University of Alberta, 2026.
- Izaak Walton Killam Memorial Scholarship [\$90,000] (One of Canada's most prestigious doctoral awards), The Killam Trusts, 2025.

RESEARCH INTERESTS

Systemic Social Change | Institutional Theory | Power and Resistance | Practice Theory | Social Movements | Cultural Entrepreneurship | Hope | Trust | Stigma | Resilience.

PUBLICATIONS

Baloochi, M. E. (2026). This body will not obey: The 46-year struggle for legitimacy in Iranian women's resistance. In Sonia Taneja (Ed.), *Best Paper Proceedings of the Eighty-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561. <https://doi.org/10.5465/AMPROC.2026.332bp>

Baloochi, M. E., Glaser, V., Melnick, R., Moore, P., & Verhoeven, D. (2025). *Arthouse cinemas at a crossroads: Laemmle theatres weighs its future*. Ivey Publishing. Product No. W40538.

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

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. <https://doi.org/10.4337/9781788112215.00009>

WORKING PAPERS

Baloochi, M. E., & Spencer, B. From foreign doll to free woman: How embodied actualization alters legitimacy arrangements when power is concentrated. Manuscript in preparation; Under review at the *Academy of Management Journal*.

Description: This paper theorizes legitimacy contestation as an embodied struggle, identifying the body as a resource for challenging power when conventional means of contestation are foreclosed. Drawing on Iranian women's 46-year resistance to compulsory veiling, we develop the concept of embodied actualization, the process through which women became defiant subjects who no longer depend on the evaluator's recognition, living legitimacy instead as a self-evident reality that requires no external validation.

Baloochi, M. E., Khorasani, N., Wang, N., & Block, E. Institutional repair after violence: Hope work as a practice of peace. Under review at *Research in the Sociology of Organizations*.

Description: When communities emerge from war, genocide, or prolonged oppression, restoring institutional forms is not enough because the order that preceded the violence was often part of what produced it. This chapter develops hope work as a form of institutional work that reconstructs the affective, relational, and moral conditions through which institutional life becomes inhabitable, recasting peacebuilding as an ongoing institutional accomplishment.

Baloochi, M. E., & Block, E. From stealthy to defiant: How collective hope persists and reorganizes under violence. Presented at the 20th Organization Studies Summer Workshop, 2026. Manuscript in progress, planned submission to *Organization Studies* special issue on hope (January 2027).

Description: Drawing on Iranian women's resistance to compulsory veiling and the state's violent escalation following the 2014 acid attacks in Isfahan, this paper asks how collective hope persists and reorganizes when violence escalates against it. We develop a model of collective hope organized around centripetal and centrifugal forces, arguing that the structural form hope takes determines what violence can and cannot reach. The model offers insight into how movements and communities sustain collective action under repression.

Baloochi, M. E. Between constraint and creation: The institutionalization of oppressive practices in the Iranian film industry. Manuscript in preparation; planned submission to *Administrative Science Quarterly* (December 2027).

Description: Drawing on an archive I collected on the movie industry in Iran (1979-2012), this study asks how oppressive practices, imposed top-down with the explicit aim of limiting practitioners' autonomy and freedom, become institutionalized. The findings reveal a process of normative constriction, the simultaneous contraction of practices practitioners

experience as objectionable and of alternatives available to them, until working within the system becomes routine. This process unfolds through two mechanisms: legitimizing normalizes the exercise of force, and entrapping forecloses possibilities of deviation and drift. The study suggests that control becomes most durable when it is woven into everyday professional routines, helping professionals and organizations recognize how constraint becomes normalized before it is noticed.

Baloochi, M. E. A cage mastered: How cultural entrepreneurs sustain voice and success under institutionalized oppression. Manuscript in preparation; planned submission to *Organization Science* (December 2028).

Description: Drawing on an archive I assembled on the Iranian film industry (1979–2025), this paper asks how cultural entrepreneurs sustain their creative voice and achieve success when the practices governing their field are designed to constrain their autonomy and foreclose conventional means of expression and advancement. It classifies filmmakers by professional, commercial, and social measures of success and traces the concrete strategies through which they build it under these constraints. The study offers insight into how entrepreneurs can sustain their work, voice, and impact where open challenge to the system is not possible.

REFEREED CONFERENCES

Baloochi, M. E. *This body will not obey: The 46-year struggle for legitimacy in Iranian women's resistance.* 86th Annual Meeting of the Academy of Management, Philadelphia, USA, 2026.

- Best International Paper Nomination, Organization and Management Theory Division, Academy of Management, 2026
- Best Paper Designation, Organization and Management Theory Division.

Baloochi, M. E., & Block, E. S. *Violence, hope, and institutional work in contexts of conflict.* Symposium on “Violence, Social Change, and Organizational Outcomes,” 86th Annual Meeting of the Academy of Management, Philadelphia, USA, 2026.

Baloochi, M. E. *Between constraint and creation: Institutionalizing oppression in the Iranian film industry.* 42nd European Group for Organizational Studies Colloquium, Virtual, 2026.

Baloochi, M. E. & Block, E. S. *From systemic violence to vigilante terror: Constructing and sustaining hope.* 20th Organization Studies Summer Workshop, Thessaloniki, Greece, 2026.

Baloochi, M. E. *This body will not obey: The 46-year struggle for legitimacy in Iranian women's resistance.* Administrative Sciences Association of Canada, Calgary, Canada, 2026.

- Best Paper Award, Across All 20 Divisions.
- Best Paper Award, Organizational Studies Division.

Baloochi, M. E. *Politics and movie industry in Iran.* SEM Workshop Politics and Organizational Life, Edmonton, Canada, 2026.

Baloochi, M. E. *From resistance to prefiguration: The evolution of women's rights movement in Iran*. 41st European Group for Organizational Studies Colloquium, Athene, Greece, 2025.

Baloochi, M. E. *Bodies that refuse: Feminist activism and the politics of institutional disruption in Iran*. PhD Workshop in Alberta Institutions Conference, Banff, Canada, 2025.

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

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

Baloochi, M. E., Neville, L., & Caza, A. *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, Virtual, 2021.

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

- Finalist, Arnon Reichers Best Student Paper Award.
- Best Paper Designation, Careers Division.

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

INVITED TALK

Guest Speaker, Organizational Theory PhD Seminar, University of Maryland, Nov 2025.

Guest Speaker, Qualitative Methodology for Business Research PhD Seminar, University of Alberta, Oct 2026.

HONOURS AND AWARDS

- Best International Paper Nomination, Organization and Management Theory Division, Academy of Management, 2026.
- Best Paper Award, Across All 20 Divisions, Administrative Sciences Association of Canada, 2026.
- Best Paper Designation, Organization and Management Theory Division, 86th Annual Meeting of the Academy of Management, 2026.
- Best Paper Award, Organizational Studies Division, Administrative Sciences Association of Canada, 2026.
- Graduate Student Teaching Award, University of Alberta, 2026.
- Doctoral Student Award for Professional Excellence [\$5,000], Alberta School of Business, 2026.

- Izaak Walton Killam Memorial Scholarship [\$90,000] (One of Canada's most prestigious doctoral awards), The Killam Trusts - Les fiducies Killam, 2025-2027.
- Featured case, Ivey Publishing, Spring 2025.
- Mary Louise Imrie Graduate Student Award [\$2,000], University of Alberta, 2025.
- Doctoral Student Award for Professional Excellence [\$10,000], Alberta School of Business, 2025.
- Doctoral Student Award for Professional Excellence [\$1,250], Alberta School of Business, 2024.
- Alberta School of Business Doctoral Scholarship [\$165,000], University of Alberta, 2021 – 2026.
- Arnon Reichers Best Student Paper Finalist, 80th Annual Meeting of the Academy of Management, 2020.
- Best Paper Designation, Careers Division, 80th Annual Meeting of the Academy of Management, 2020.
- Graduate Student Research Award [\$7,500], University of Manitoba, 2020.
- International Graduate Student Scholarship [\$5,400], University of Manitoba, 2019.
- International Graduate Student Entrance Scholarship [\$5,400], University of Manitoba, 2018.
- Asper School of Business Doctoral Fellowship [\$75,000], University of Manitoba, 2018 – 2021.

TEACHING EXPERIENCES

- Instructor (Winter 2025). Introduction to Strategy, Entrepreneurship, and Management (Undergraduate level). University of Alberta. Sole instructor for 93 students.
 - Graduate Student Teaching Award.
 - “Ms. Baloochi was a fantastic instructor! She made the seminars easy to participate in and she encouraged students to engage with the material. She also made an effort to get to know her students and learned all of our names.”
 - “I thought her approach was very well-spoken and thoughtful. She always ensured we understood concepts and expectations using examples. She was always very kind and understanding as well, which I really appreciated.”
- Instructor (Winter 2024). Introduction to Strategy (Undergraduate level). University of Alberta. Co-taught with six other instructors, 460 students.
- Teaching Assistant to Professor David Deephouse (Fall 2024). Strategy and Innovation (Undergraduate level). University of Alberta.
- Teaching Assistant to Professor David Deephouse (Fall 2022). Strategy and Innovation (Undergraduate level). University of Alberta.

- Teaching Assistant to Professor David Deephouse (Summer 2022). Managing International Enterprises (MBA). University of Alberta.

ACADEMIC SERVICES

- Reviewer (2026). Organization & Management Theory Division (OMT), 86th Annual Meeting of the Academy of Management.
- Reviewer (2026). Organizational Studies Division, Administrative Sciences Association of Canada.
- Ad hoc reviewer (2025). *Journal of Management Studies* special issue on Social Movements and Organizing towards (Un)Desirable Futures.
- Research Fellow (2024 – 2025). 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."
- Outreach Volunteer (2022). Iranian Women Community in Edmonton.
- Outreach Volunteer (2022). Iranian Student Association, University of Alberta.
- Digital Web Designer and Co-content Provider (2020 – 2021). The Gig Work Life.

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

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