

MASOUD SHADNAM

Assistant Professor in Organization Theory and Business Ethics
Graduate School of Management and Economics (GSME)
Sharif University of Technology

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Tehran, Iran

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EDUCATION

- 2005 – 2011 **PhD in Business Administration, Simon Fraser University**
Specialization: Management and Organization Studies
Thesis: “The regulation of morality in formal organizations: The case of Iranian oil industry” (Supervisor: Dr. Tom Lawrence)
Nominated for “Best Dissertation Award” of the Society for Business Ethics (SBE)
- 2003 – 2005 **MBA, Sharif University of Technology**
General Management
- 1999 – 2003 **BSc in Industrial Engineering, Sharif University of Technology**
Specialization: System Analysis
Thesis: “Developing a TQM model for the chemistry group of the Allameh Helli high school” (Supervisor: Dr. Kianfar)

ACADEMIC POSITIONS

- 2022 – present **Assistant Professor**
Graduate School of Management and Economics (GSME)
Sharif University of Technology
Iran
- 2022 – present **Adjunct Professor**
Department of Leadership and Applied Psychology
Adler University
United States
- 2021 – present **External Scholar**
Center for Workplace Research (CWER)
Institute of Management
Faculty of Business Administration
Prague University of Economics and Business (VŠE)

Czech Republic

2021 – 2022 **Associate Professor**
Department of International Business and Management
Nottingham University Business School (NUBS)
University of Nottingham Ningbo China (UNNC)
China

Fall 2020 **Visiting Faculty Fellow**
Center for Cultural Sociology (CCS)
Department of Sociology
Yale University
United States

2020 – 2021 **Associate Professor**
Department of Organizational Behaviour, Human Resources,
and Management
School of Business
MacEwan University
Canada

2017 – 2020 **Assistant Professor**
Department of Organizational Behaviour, Human Resources,
and Management
School of Business
MacEwan University
Canada

2015 – 2016 **Visiting Scholar**
Organization Studies Area
Schulich School of Business
York University
Canada

2009 – 2016 **Assistant Professor**
Strategy and Entrepreneurship Department
NEOMA Business School
France

2006 – 2011 **Research Scholar**
CMA Canada Centre for Strategic Change and Performance
Measurement
Simon Fraser University
Canada

HONOURS AND AWARDS

- 2022 My “Organizational Behavior” MBA course was ranked 1st based on student ratings among all courses offered in the department
Department of Management, Science, and Technology (DMST)
Amirkabir University of Technology
Tehran, Iran
- 2021 Recognized as “Outstanding Researcher”
Nottingham University Business School (NUBS)
Ningbo, China
- 2021 Shahid Dr. Shahriari Award
National Elites Foundation
Tehran, Iran
- 2018 Research Project Grant
MacEwan University
Edmonton, AB, Canada
- 2015 “Best Paper” Proceedings
Annual Meeting of the Academy of Management
Vancouver, BC, Canada
- 2015 Mentor of the NEOMA Business School team of graduate students who won one first-place award and one runner-up award
The International Business Ethics Case Competition (IBECC)
New Orleans, LA, United States
- 2014 Mentor of the NEOMA Business School team of graduate students who won two runner-up awards
The International Business Ethics Case Competition (IBECC)
Tucson, AZ, United States
- 2011 Nominated for “Best Dissertation Award”
Society for Business Ethics (SBE)
- 2011 Nominated for “Best Doctoral Paper”
Western Academy of Management Conference
Victoria, BC, Canada
- 2011 “Best Reviewer Award”
Western Academy of Management Conference
Victoria, BC, Canada
- 2007 Nominated for “Best Paper”

Western Academy of Management Conference
Missoula, MT, United States

- 2005, 2007, 2008, 2010 Graduate Fellowship Award
Simon Fraser University
Vancouver, BC, Canada
- 2003 Ranked 3rd in the national entrance examination for the Sharif
University of Technology MBA program among 18,000 competitors
Tehran, Iran
- 1998 Gold Medal in the Iranian National Mathematics Olympiad
Tehran, Iran

PROFESSIONAL ACTIVITIES

Editorial Positions:

- Member of Editorial Board at *Organization* (2022 – Present)
- Guest Editor – *Organization*, Special Issue on “The Business of Pornography: Contributions from Organization Studies” (call for papers is out)
- Lead Guest Editor – *Journal of Business Ethics*, Thematic Symposium on “The Promise of the New Sociology of Morality for Business Ethics Research” (2021)

Ad Hoc Reviewing:

- Grant applications of the Social Sciences and Humanities Research Council of Canada (SSHRC)
- *Organization Studies*
- *Management Learning*
- *Journal of Management Inquiry*
- *Business Ethics Quarterly*
- *Journal of Business Ethics*
- *Business & Society*
- *Iranian Journal of Management Studies*

Member of the following associations:

- American Sociological Association (ASA)
- Academy of Management (AOM)
- Western Academy of Management (WAM)
- European Group for Organizational Studies (EGOS)
- Canadian Business Ethics Research Network (CBERN)
- Administrative Sciences Association of Canada (ASAC)

Administrative Positions:

- PhD Director – Graduate School of Management and Economics, Sharif University of Technology, 2022 to present
- Event Organizer – *Academy of Management Review* Idea Development Workshop (IDW) on “Developing Theories Grounded in African Experience”, 2021
- School of Business Representative – Academic Governance Council, MacEwan University, 2017 to 2019
- Member of Entrepreneurship and Innovation Research Group, NEOMA Business School, 2012 to 2015
- Officer – Academic Ethical Committee, NEOMA Business School, 2012 to 2013
- Member of the organizing committee of the First Rouen Business School Entrepreneurship and Innovation Conference, Rouen, France, 2012

PUBLICATIONS

- Prasad, A., & Shadnam, M. in press. Balancing breadth and depth in qualitative research: Conceptualizing performativity through multi-sited ethnography. In press in *Organization Studies*.
- Shadnam, M. in press. Problematic presuppositions in corporate philanthropy research: Reflexivity and reframing. In press in *Organization*.
- Rahrovani, Y., Shadnam, M., & Ta, J. 2022. *OnlyFans Drifting towards Pornography: The Technological and Ethical Challenges of Open Platforms*. London, ON: Ivey Publishing. Product no. W27968.
- Birchall, D., & Shadnam, M. 2021. Human rights and business ethics. In Deborah Poff & Alex C. Michalos (eds.) *Encyclopedia of Business and Professional Ethics*. Cham, Switzerland: Springer.
- Shadnam, M. 2021. New theories and organization research: From the eyes of change. *Journal of Organizational Change Management*, 34(4): 822–837.
- Shadnam, M., Bykov, A., & Prasad, A. 2021. Opening constructive dialogues between business ethics research and the sociology of morality. *Journal of Business Ethics*, 170: 201–211.
- Keim, C., & Shadnam, M. 2020. Leading in an Amish paradise: Humanistic leadership in the Old Order Amish. *Cross Cultural & Strategic Management*, 27(3): 473–485.
- Shadnam, M., Crane, A., & Lawrence, T. B. 2020. Who calls it? Actors and accounts in the social construction of organizational moral failure. *Journal of Business Ethics*, 165: 699–717.
- Shadnam, M. 2020. Choosing whom to be: Theorizing the scene of moral reflexivity. *Journal of Business Research*, 110: 12–23.
- Shadnam, M. 2019. A postpositivist commentary on self-fulfilling theories. *Academy of Management Review*, 44(3): 684–686.

- Keim, C., & Shadnam, M. 2018. Through the looking glass: Leadership in the age of surveillance. *Journal of Leadership Studies*, 12(3): 57–59.
- Shadnam, M. 2018. Book review: The drama of social life. *Organization*, 25(5): 683–685.
- Saghafian, M., & Shadnam, M. 2016. In whom we trust? A framework for understanding the moral agency in organizational trust. In George W. Watson (ed.) *Psychology of Morality: New Research*: 61–76. Hauppauge, NY: Nova Science Publishers.
- Shadnam, M. 2015. Theorizing morality in context. *International Review of Sociology*, 25(3): 456–480.
- Shadnam, M. 2014. Heterologous and homologous perspectives on the relation between morality and organization: Illustration of implications for studying the rise of private military and security industry. *Journal of Management Inquiry*, 23(1): 22–37.
- Shadnam, M., & Lawrence, T. B. 2011. Understanding widespread misconduct in organizations: An institutional theory of moral collapse. *Business Ethics Quarterly*, 21(3): 379–407.
- Lawrence, T. B., & Shadnam, M. 2008. Institutional theory. In Wolfgang Donsbach (ed.) *The International Encyclopedia of Communication (Volume V)*: 2288–2293. Malden: Blackwell Publishing Ltd.
- Lavaei, J., Shafizadeh, H., & Shadnam, M. 2003. *The Complete Reference for Mathematics Olympiads*. Tehran: Alavi Publication. (in Persian)

Work in Progress

- Mantere, S., Shadnam, M., & Phillips, N. Divine intervention: Sources of competitive advantage in religious environments. R&R in *Strategic Management Journal*.
- Qu, Q., Fu, P. P., Tu, Y., & Shadnam, M. Responsible leadership with Chinese characteristics. R&R in *Management and Organization Review*.
- Nayyeri, S., Roodbari, H., & Shadnam, M. Navigating career at sea: Career self-management strategies in extreme work contexts. Under review in *Applied Psychology: An International Review*.
- Bykov, A., & Shadnam, M. Moral reflexivity in organization studies: A sociological framework. To be submitted to *Organization Studies*.
- Shadnam, M., & Smith, P. The COVID-19 pandemic and a call for postpositivist management research. To be submitted to *Journal of Management*.
- Shadnam, M., & Keim, C. Ambition in popular business practitioner-oriented discourses: What the heck are we talking about? To be submitted to *Management Learning*.
- Shadnam, M., & Keim, C. Leadership in high-commitment organizations: Lessons from the Amish. To be submitted to *Harvard Business Review*.
- Salem, T., Keim, C., Chika-James, T., & Shadnam, M. When leaders struggle to hire. Case study to be submitted to *International Journal of Case Studies in Management*.
- Shadnam, M. Keep calm and pay attention: Morality and markets are changing in tandem. To be submitted to *MIT Sloan Management Review*.

Shadnam, M., & Vaara, E. A discursive model of moral legitimation in organizational settings. To be submitted to *Academy of Management Review*.

Leca, B., & Shadnam, M. The role of boundary work in legitimation strategies within controversial industries: The case of private military industry. To be submitted to *Organization Science*.

Shadnam, M., & Mantere, S. The interplay of moral meanings and strategies of action: Foreign relations in the Iranian oil industry, 1979-2013. To be submitted to *Administrative Science Quarterly*.

Kouchaki, M., & Shadnam, M. The dilemma of authenticity and contemplation.

Prasad, A., & Shadnam, M. The anatomy of neocolonialism in the aid economy of Palestine.

Refereed Conference Proceedings and Presentations

Keim, C., & Shadnam, M. 2021. Identity in war: Napoleon's Russia campaign. *British Academy of Management Conference*.

Nayyeri, S., Roodbari, H., & Shadnam, M. 2021. Navigating career at sea: Career self-management strategies in extreme work contexts. *British Academy of Management Conference*.

Shadnam, M. 2021. How can we develop African organization theories by drawing on the anthropology of Africa? Contribution to a special session titled "Developing African theories of management and organization". *Academy of African Business and Development*. Edmonton, AB.

Shadnam, M. 2020. Managerial strategies of moral control inside organizations: The case of Iranian oil industry. *Standing Conference on Organisational Symbolism (SCOS)*, Copenhagen, Denmark.

Keim, C., & Shadnam, M. 2020. Re-cognizing paradise: Human labour in the Garden of Eden. *Western Academy of Management Conference*, Waikoloa Village, HI.

Shadnam, M., & Keim, C. 2019. Ambition in organizational life: What the heck are we talking about? *Annual Meeting of the Academy of Management*, Boston, MA.

Shadnam, M., & Keim, C. 2018. Ambition in organizational life: A wabi-sabi approach. *Standing Conference on Organisational Symbolism (SCOS) and Australasian Caucus of Standing Conference on Organisational Symbolism (ACSCOS)*, Tokyo, Japan.

Shadnam, M. 2018. From the eyes of change: Entrepreneurship research as a source for developing new theories of organization. *Western Academy of Management Conference*, Salt Lake City, UT.

Shadnam, M. 2017. Choosing whom to be: Theorizing the scene of moral reflexivity. *Administrative Sciences Association of Canada (ASAC) Conference*, Montréal, QC.

Crane, A., Shadnam, M., & Lawrence, T. B. 2016. Who calls it? Agents of the social construction of organizational moral failure. *The 32nd European Group for Organizational Studies (EGOS) Colloquium*, Naples, Italy.

- Shadnam, M. 2015. A theory of reflexive appropriation of morality. *Annual Meeting of the Academy of Management*, Vancouver, BC. **“Best Paper” proceedings.**
- Shadnam, M., & Leca, B. 2012. Critical discourse analysis as textual analysis: An illustration in private military companies. *Annual Meeting of the Academy of Management*, Boston, MA.
- Shadnam, M., & Leca, B. 2012. Analyser les stratégies du discours: Une présentation théorique et empirique de l’analyse critique de discours. *Journée de recherche ‘les discours stratégiques en question’*, le groupe thématique Méthodologie de l’AIMS, Paris, France.
- Shadnam, M. 2011. Contextualization of morality in organizations. *18th Annual International Business Ethics Conference*, St. John’s University, New York, NY.
- Shadnam, M. 2011. Morality in organizational context. *The 27th European Group for Organizational Studies (EGOS) Colloquium*, University of Gothenburg School of Business, Economics and Law, Gothenburg, Sweden.
- Shadnam, M. 2011. Beneath the veil of givenness: A reflexive theoretical foundation for organization studies of morality. *Western Academy of Management Conference*, Victoria, BC. **Nominated for “Best Doctoral Paper” award.**
- Shadnam, M. 2009. Regulating moral change as organizational hegemony: The case of Iranian oil industry. *The 25th European Group for Organizational Studies (EGOS) Colloquium*, ESADE Business School, Barcelona, Spain.
- Shadnam, M. 2009. Attacking the givenness: Reflections on the state of morality in organization studies. *The 6th International Critical Management Studies Conference*, Warwick Business School, Coventry, UK.
- Shadnam, M. 2008. Morality in critical theories of organization. *Western Academy of Management Conference*, Oakland, CA.
- Papania, L., Shadnam, M., & Dover, G. 2007. Moral frames in continuous play: Change in a conversational community of organizations. *The 2nd Workshop on Moral Foundations of Management Knowledge*, Copenhagen, Denmark.
- Shadnam, M., & Lawrence, T. B. 2007. Institutions, organizations, and moral failure. *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Shadnam, M., & Lawrence, T. B. 2007. Institutions, organizations, and moral failure. *Western Academy of Management Conference*, Missoula, MT. **Nominated for “Best Paper” award.**
- Shadnam, M., & Lawrence, T. B. 2006. Morality, institutions, and organizations. *The Third British Columbia Organizational Behaviour Conference (BCOB III)*, Simon Fraser University, Vancouver, BC.

Invited Presentations and Talks

- Shadnam, M. 2020. Selecting and designing research methods based on theoretical foundations. *The First Summer School of Methods Academy*. Webinar.

- Shadnam, M. 2020. Theory and theorizing in management and organization studies. *Iran Knowledge*. Webinar.
- Shadnam, M. 2020. Descriptive theory building about moralities of organizational life in Africa based on anthropological studies. Invited to the Paper Development Workshop (PDW) titled “Ethics in Africa: Philosophical and Organizational Perspectives”. *Annual Meeting of the Academy of Management*. Vancouver, BC.
- Shadnam, M. 2019. Ambition in organizational life. *The 5th Silk Road International Autumn Symposium for Distinguished Young Scholars*. Xi’an, China.
- Shadnam, M. 2014. How to analyze organizational problems. *The 12th International Management Conference*. Tehran, Iran.
- Shadnam, M. 2013. Academics on the move: Advice for junior academics developing boundaryless careers – Panel on Europe. *Academy of International Business Annual Meeting*, Istanbul, Turkey.
- Shadnam, M. 2012. The path for transformation of Islamic human sciences to a growing, sustained, and influential scientific movement: Lessons from successful and unsuccessful scientific movements in the contemporary history of human sciences in the West. In *Department of Islam and West Studies, Academy of Islamic Sciences and Culture*, Qom, Iran.
- Shadnam, M., & Lawrence, T. B. 2012. Understanding widespread misconduct in organizations: An institutional theory of moral collapse. In *Center for Research in Ethics and Moral Education, Academy of Islamic Sciences and Culture*, Qom, Iran.
- Shadnam, M. 2012. The path for transformation of Islamic human sciences to a growing, sustained, and influential scientific movement: Lessons from successful and unsuccessful scientific movements in the contemporary history of human sciences in the West. In *Research Institute of Hawzah and University*, Qom, Iran.
- Shadnam, M. 2012. The path for transformation of Islamic human sciences to a growing, sustained, and influential scientific movement: Lessons from successful and unsuccessful scientific movements in the contemporary history of human sciences in the West. In *Research Office, Islamic Development Office*, Isfahan, Iran.
- Lawrence, T. B., & Shadnam, M. 2008. Institutions, organizations and moral failure. In *Sauder School of Business, University of British Columbia*, Vancouver, BC.
- Shadnam, M. 2002. Business creativity. In *Ghazal National Entrepreneurship Festival*, Isfahan University of Technology, Isfahan, Iran.
- Beshkar, M., & Shadnam, M. 2001. Dynamics of informal student organizations in universities. In *The 1st National Conference on Student Organizations*, Ministry of Education, Tehran, Iran.

TEACHING

Designed and delivered the following courses:

Graduate School of	• <i>Organizational Behavior</i> , MBA course
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Management and Economics Sharif University of Technology Iran	<ul style="list-style-type: none"> • <i>Swimming with Ancient Titans: Dynamics of Power and Culture in the World of Organizations</i>, Graduate workshop (3 days) • <i>Selected Theoretical Perspectives on the Concept of Culture</i>, Graduate workshop (1 day) • <i>Selected Perspectives of Organization Theory</i>, Graduate workshop (5 days)
Department of Leadership and Applied Psychology Adler University United States	<ul style="list-style-type: none"> • <i>Advanced Research Methods and Design I: Qualitative Methods</i>, PhD course
Nottingham University Business School (NUBS) University of Nottingham Ningbo China (UNNC) China	<ul style="list-style-type: none"> • <i>Research Methods for Management Students</i>, Postgraduate course • <i>Further Qualitative Research Methods</i>, Postgraduate course • <i>Analysing Organisations</i>, Undergraduate course
School of Business MacEwan University Canada	<ul style="list-style-type: none"> • <i>Leadership Topics and Issues</i>, Undergraduate course • <i>Contemporary Organizational Behaviour and Theory</i>, Undergraduate course • <i>Organizational Behaviour</i>, Undergraduate course in diploma program
NEOMA Business School France	<ul style="list-style-type: none"> • <i>Behaviour in Organization</i>, International MBA course • <i>Morality and Ethics in Organizations</i>, Graduate course for MSc in International Project Development • <i>Organizational Corruption and Control</i>, Graduate course for MSc in Global Management • <i>Business Ethics and Corporate Corruption Control</i>, Graduate course for MSc in Global Management • <i>Organizational Misconduct, Responsibility, and Sustainability</i>, Graduate course for MSc in Global Management • <i>Sustainable Development</i>, International MBA course • <i>Introduction to Corporate Strategy</i>, Pre-requisite course for entering graduate programs (Pre-Masters program) • <i>Organizational Behaviour</i>, Undergraduate course in MGE program • <i>Business Ethics</i>, Undergraduate course in MGE program • <i>Sustainable Business</i>, Undergraduate course in International Business program
Schulich School of Business York University Canada	<ul style="list-style-type: none"> • <i>Organizations and Their Environments</i>, Undergraduate course
University of International	<ul style="list-style-type: none"> • <i>Corporate Social Responsibility in Retail Management</i>,

Business and Economics (UIBE) China	Graduate course for MSc in Retail Management
Beedie School of Business Simon Fraser University Canada	<ul style="list-style-type: none"> • <i>Organization Theory</i>, Undergraduate course • <i>Business, Society and Ethics</i>, Undergraduate course
Department of Management, Science, and Technology Amirkabir University of Technology Iran	<ul style="list-style-type: none"> • <i>Organizational Behavior</i>, MBA course
Iranian Business School Iran	<ul style="list-style-type: none"> • <i>Business and Professional Practice Ethics</i>, Executive workshop (2 days)
Rahbaran Petrochemical Company Iran	<ul style="list-style-type: none"> • <i>Building and Leading Effective Teams</i>, Executive workshop (2 days)

STUDENT SUPERVISION

I supervised 30+ graduate theses at NEOMA Business School in the following programs:

- International MBA
- MSc in Global Management
- MSc in International Project Development

WORKSHOPS AND TRAINING

September 2021	AMR Idea Development Workshop (IDW) on Developing Theories Grounded in African Experience Virtual
Fall 2020	Center for Cultural Sociology Workshop Series Yale University New Haven, CT, United States
May 2017	Blended Learning Course Design Workshop MacEwan University Edmonton, AB, Canada
August 2014	Excellence in Business Teaching Workshop Schulich School of Business York University Toronto, ON, Canada
May 2011	Bentley Global Business Ethics Symposium and Teaching Workshop

Groupe Euromed Management
Marseille, France

- June 2007 **First International Ph.D. Course/Workshop on Critical Management Studies**
Lund University
Lund, Sweden
- March 2007 **Doctoral and Junior Faculty Consortium**
Western Academy of Management Conference
Missoula, MT, United States
- August 2006 **A day-long workshop on scholarly publishing in management**
Simon Fraser University
Vancouver, BC, Canada
- April 2006 **A day-long workshop on NVivo 7 qualitative software**
University of British Columbia
Vancouver, BC, Canada

CONSULTANCY

Professional Networks:

- *Diversifi Global* (2022 – Present)

Projects:

- 2008 **Consultant**
IT Masterplan Development Project
National Iranian Oil Refining and Distribution Company (NIORDC)
Tehran, Iran
- 2003 – 2005 **Consultant**
Multiple Projects
Petroleum Engineering and Development Company (PEDEC)
Tehran, Iran
- 2000 – 2003 **Consultant**
Multiple Projects
Cyber 7 Information Technology Company
Tehran, Iran
- 1999 – 2003 **Consultant**
Automated Storage and Retrieval Systems (AS/RS) Simulation Project
Supplying Automotive Parts Company (SAPCO)
Tehran, Iran

