

8. **TEACHING**

(a) *Areas of special interest and accomplishments*

HR Analytics, Strategic HR Practices

(b) *Courses Taught at UBC*

Session	Course Number	Scheduled Hours	Class Size	Hours Taught			
				Lectures	Tutorials	Labs	Other
2022 WT2	COMM203	3.0/week	60				
2022 WT2	COMM203	3.0/week	60				
2022 WT1	BA550	1 week course	75				
2021 WT2	BA580C		65	12.0 (total)			IMMERSION MBAN
2021 WT2	COMM386H	3.0/week	14	3.0/week			
2021 WT2	COMM203	3.0/week	57	3.0/week			
2021 WT2	COMM203	3.0/week	58	3.0/week			
2020 WT2	BA580C		75	12.0 (total)			IMMERSION MBAN
2020 WT2	COMM386H	3.0/week	29	3.0/week			
2020 WT2	COMM203	3.0/week	60	3.0/week			
2020 WT2	COMM203	3.0/week	56	3.0/week			
2019 WT2	COMM386H	3.0/week	29	3.0/week			
2019 WT2	COMM203	3.0/week	60	3.0/week			
2019 WT2	COMM203	3.0/week	56	3.0/week			
2019 ST1	BA514		45	3.0			
2018 WT2	COMM203	3.0/week	49	3.0/week			
2018 WT2	COHR303	3.0/week	39	3.0/week			

(c) *Graduate Research Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	
Gabrielle Voiseux	PhD-OBHR	Jan 2022		Co-Supervisor
Jiawei Li	PhD-OBHR	Jan 2021	April 2022	Co-Supervisor

(d) *Graduate Program Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	

(e) Continuing Education Activities

(f) Visiting Lecturer (indicate university/organization and dates)

(g) Other:
Teaching Materials:

- **Sajjadiani, S.** (2021). Case Study: Candidate Assessment using Predictive Modeling (Assigned in BA580C: HR Analytics Section)
- **Sajjadiani, S.** (2021). Case Study: Using HR Analytics in Developing and Retaining Key Talents (Assigned in COMM386H: HR Analytics)
- Daniels, M., **Sajjadiani, S.** & Paluch, R. (2020). Training, Performance Management, and Compensation Challenges at Initech (Assigned in COMM203: Managing the Employment Relationship)

9. SCHOLARLY AND PROFESSIONAL ACTIVITIES

(a) Areas of special interest and accomplishments

Strategic HR, People Analytics, Turnover, Employee Selection, Compensation

(b) Research or equivalent grants (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC))

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
Hampton	Mechanisms and Boundary Conditions Explaining the Relationship between Incentive Pay and Work Outcomes	C	\$5,000 (Total of \$10,000)	2018-2020	Sima Sajjadiani	
CIDER	Training the Machine: Reducing the Adverse Impact of Human Biases in Hiring	C	12,000	2020	Sima Sajjadiani	Marc-David Seidel, John Ries
Sauder Exploratory Grant	Training the Machine: Reducing the Adverse Impact of Human Biases in Hiring	C	6,000	2020	Sima Sajjadiani	Marc-David Seidel, John Ries
SSHRC IDG	The spillover Effects of Police Brutality against Visible Minority Groups on Work Outcomes	C	23,000 (Total of \$46,163)	2020-2024	Sima Sajjadiani	

Sauder Exploratory Grant	Training the Machine: Reducing the Adverse Impact of Human Biases in Hiring	C	3,000	2020	Sima Sajjadiani	Marc-David Seidel, John Ries
SSHRC IG	Using Machine Learning and Computational Grounded Theory to Understand the Effects of Covid-19 on Work and Employment: Evidence from Social Media	C	20,000 (Total of \$99849)	2021-2026	Sima Sajjadiani	Amirpouyan Shiva, Marc-David Seidel
Research into Business for the Social Good Grant	From Individual to Society: A Multi-Level Model for Diversity Training Reaction	C	4,000	2021-2022	Jiawei Li	Sima Sajjadiani
Sauder Exploratory Grant	Brittle Teams: Do Engaged Work Units Face Greater Voluntary Turnover Following Staffing Disruptions?	C	7,000	2022-2023	Sima Sajjadiani	
Research into Business for the Social Good Grant	When Technology Lets Us Down: Exploring Public Narratives After A.I. Failures	C	3,000	2022-2023	Gabrielle Voiseux	Sima Sajjadiani

(c) *Research or equivalent contracts (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC)).*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)

(d) *Invited Presentations (Identify whether International/National/Local)*

- Keynote: Interpretive Data Science & People Analytics: From Theory to Social Impact, IDEaS (Interpretive Data Science in Management Research Workshop), University of British Columbia, Vancouver, BC, May 2022
- *Applications of Machine Learning in Transforming and Optimizing HR Decision Making.* Strategic HR Leadership Conference by HR Management Institute Canada, November, 2018
- Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance and Retention.
 - DeGroot School of Business, McMaster University, Hamilton, ON, November 2017
 - Sauder School of Business, University of British Columbia, Vancouver, BC, November 2017
 - Owen Graduate School of Management, Vanderbilt University, Nashville, TN, Oct 2017

(f) *Other*

(g) *Conference Participation (Organizer, Keynote Speaker, etc.)*

2020, "Classifying Work-related Life Events from Tweets: A Hands-on Tutorial and An Interactive Discussion," Professional Development Workshop, AOM Virtual Conference

- **Sajjadiani, S.**, van Jaarsveld, D, Walker, D, & Voiseux, G. "Towards a More Valid and Fair Performance Evaluation Model: Using Machine Learning to Translate Agent-Customer Interactions into Predictors of Performance in a Call Center"
 - Exploring the Multifaceted Influences of Technologies on Work and Work Experiences Symposium at the 83rd Annual Meeting of the Academy of Management, Boston, MA, 2023.
- **Sajjadiani, S.**, Daniels, M., & Huang, B. The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach.
 - The 82nd Annual Meeting of the Academy of Management, Seattle, WA, August 2022
- Li, J. & Sajjadiani, S. (2022) From Individual to Society: A Multi-Level Model for Diversity Training Reaction.
 - The 81st Annual Meeting of the Academy of Management, Seattle, WA, August 2022
- **Sajjadiani, S.**, Shiva A., & Seidel, M. Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks.
 - The 80th Annual Meeting of the Academy of Management, Virtual, August 2021
- **Sajjadiani, S.**, Benson, A., & Kammeyer-Mueller, J. The Impact of Organizational Context on the Relationship between Staffing Events and Work Outcomes: Where Parallel Universes Meet.
 - The 79th Annual Meeting of the Academy of Management, Boston, MA, August 2020
- **Sajjadiani, S.**, Sojourner, A. Kammeyer-Mueller, J. & Mykerezi, E. Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance and Retention,
 - LERA/ASSA/AEA Meeting, Atlanta, Georgia, January 2019
 - The 39nd Annual Conference of the Association for Public Policy Analysis & Management (APPAM), Chicago, IL - November 2017
 - The 32nd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL - April 2017
- Benson, A., & **Sajjadiani, S.** The Incentive Effects of Shared Bonus Pools: Evidence from Gainsharing.
 - The 68th Labor and Employment Relations Association (LERA) meeting in Minneapolis, MN - May 2016 (Winner of the 2016 Best Paper Competition)
 - 8th Annual People and Organizations Conference, Wharton School of Business, Philadelphia, PA. - October 2015

10. SERVICE TO THE UNIVERSITY

(a) *Areas of special interest and accomplishments*

(b) *Memberships on committees, including offices held and dates*

- OBHR Seminar Series Co-coordinator, 2022-Present
- APAC Committee Member, 2020-present
- OBHR Faculty Hiring Committee, Sauder School of Business, 2018- Present
- OBHR PhD Student Recruitment, 2018- Present

(c) *Other service, including dates*

- Keynote speaker at the Sauder Option Insider series for the OBHR Division (November 2022).
- Annual Guest Speaker at COMM 621 HR PhD Seminar. 2021 - Present.
- Faculty mentor- IURMP (Indigenous Undergraduate Research Mentorship Program), January 2021 - Present
- Faculty mentor- Commerce Scholar Program, September, 2020 - Present

- Faculty mentor- MBAN Internship Program, Summer, 2020.
- Keynote speaker at the Sauder Option Insider series for the OBHR Division (2019, 2020, 2021, 2022).
- Keynote speaker at the Sauder HRMC Opening Night (November 2020).
- Presented at teaching online series (Topic: Surviving the First Wave on Online Teaching @ Sauder), June, 2020
- HR Analytics. HR Option's Industry Night, (2019, 2020)
- Comm 203 Course Coordinator (June, 2019 – Present)
- Wrote and graded comprehensive exam questions (2019/2020)
- Judge for JDC West case competition practices, December 2018 and January 2019
- My Research Journey. Guest speaker, Commerce Scholars Program. October, 2019
- HR Analytics. Guest Lecture for Tracey Gurton's COHR303 class, September 2019
- Recruitment and Selection. Guest Lecture for Danielle van Jaarsveld's HR course at Ch'nook Aboriginal Management Program, April 2019
- Navigating the Job Market. Sauder Women Scholars, In Conversation Over Lunch series, November 2018
- My Research Journey. Guest Lecture for Keith Head's COMM 693 class. November 2018, November, 2020

11. **SERVICE TO THE COMMUNITY**

(a) *Memberships on scholarly societies, including offices held and dates*

- UBC Trustworthiness of Machine-Learning-Based Systems (TrustML) Research Cluster, 2022- Present
- Academy of Management (AOM), 2014-Present
- Labor and Employment Relations Association (LERA), 2014-Present
- Society of Industrial and Organizational Psychology (SIOP), 2014-Present

(b) *Memberships on other societies, including offices held and dates*

(c) *Memberships on scholarly committees, including offices held and dates*

(d) *Memberships on other committees, including offices held and dates*

(e) *Editorships (list journal and dates)*

(f) *Reviewer (journal, agency, etc. including dates)*

- Administrative Science Quarterly (ASQ), Ad Hoc Reviewer, 2018-Present
- Journal of Applied Psychology (JAP), Ad Hoc Reviewer, 2022-Present
- Personnel Psychology, Ad Hoc Reviewer, 2019-Present
- Journal of Management, Ad Hoc Reviewer, 2019-Present
- Journal of Management Studies, Ad Hoc Reviewer, 2022-Present
- Academy of Management, Ad Hoc Reviewer, 2019-Present
- Journal of Organizational Behavior, Ad Hoc Reviewer, 2022-Present

(g) *External examiner (indicate universities and dates)*

(h) *Consultant (indicate organization and dates)*

(i) *Other service to the community*

12. AWARDS AND DISTINCTIONS

(a) *Awards for Teaching (indicate name of award, awarding organizations, date)*

- Nominated for the Excellence in Teaching Award, Commerce Undergraduate Society (UBC) in March 2023. *Unable to receive award due to 2021 achievement of the same award.*
- Excellence in Teaching Award, Commerce Undergraduate Society (UBC), March 2021
- Excellence in Teaching Award, Carlson School of Management, University of Minnesota - Fall 2017

(b) *Awards for Scholarship (indicate name of award, awarding organizations, date)*

- Best Conference Paper, The 68th Labor and Employment Relations Association (LERA) Meeting in Minneapolis, MN - May 2017
 - Benson, A., & **Sajjadiani, S.** Are Bonus Pools Driven by their Incentive Effects?: Evidence from Fluctuations in Gainsharing Incentives.

(c) *Awards for Service (indicate name of award, awarding organizations, date)*

(d) *Other Awards*

13. OTHER RELEVANT INFORMATION (Maximum One Page)

THE UNIVERSITY OF BRITISH COLUMBIA
Publications Record

SURNAME: Sajjadiani

FIRST NAME: Sima

Initials: SS

MIDDLE NAME(S):

Date: July, 2022

1. REFEREED PUBLICATIONS

(a) Journals

Sajjadiani, S., Kammeyer-Mueller, J. D., & Benson, A. (2023). Who Is Leaving and Why? The Dynamics of High-Quality Human Capital Outflows. *Academy of Management Journal*. <https://doi.org/10.5465/amj.2021.1327>.
Media coverage by the Academy of Management Insights, Beyond UBC, and Fast Company.

Sajjadiani, S., Daniels, M., & Huang, B. (2022). The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. *Personnel Psychology*.
<https://doi.org/10.1111/peps.12538>.
Media coverage by Insights at Sauder.

Sajjadiani, S., Sojourner, A.J., Kammeyer-Mueller, J.D., Mykerezi, E. (2019). Using machine learning to translate applicant work history into predictors of performance and turnover. *Journal of Applied Psychology*, 104(10), 1207–1225.

Benson, A., & **Sajjadiani, S.** (2018). Are Bonus Pools Driven by their Incentive Effects?: Evidence from Fluctuations in Gainsharing Incentives. *Industrial and Labor Relations Review*, 71(3), 567-599.

(b) Conference Proceedings

Li, J. & **Sajjadiani, S.** (2022). From Individual to Society: A Multi-Level Model for Diversity Training Reaction. In *Academy of Management Proceedings*. 1, 13745

Sajjadiani, S., Daniels, M., & Huang, B. (2022). The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. In *Academy of Management Proceeding*. 1, 15475

Sajjadiani, S., Shiva, A., & Seidel, M. D. (2021). Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks. In *Academy of Management Proceedings*, 1,10510

Sajjadiani, S., Kammeyer-Mueller, J.D³., & Benson, A. (2019). Organizational Context, Staffing Events, and Work Outcomes: A Dynamic Analysis Approach. In *Academy of Management Proceedings*, 1,13446.

(c) Other

2. NON-REFEREED PUBLICATIONS

(a) Journals

(b) Conference Proceedings

(c) Print Media Interviews

2023 “Layoffs, quitting, firing: How workplace departures impact those left behind,” in CTV

News Vancouver.
2023 “Study explores how worker turnover propels talent drain,” In the Remi Network.
2023 “Leaders, your mass layoffs may have an unintended side effect that hurts the company’s bottom line,” in Fast Company.
2023 “Lock-outs, mass emails, closed offices: Virtual layoffs are normal now,” in the Washington Post.
2023 “A Four-Day Work Week Can Be a Wild Success – Just Ask This Vancouver Company,” in the Vancouver Sun.
2023 “When Stars Leave, Other Top Performers Follow,” in the Academy of Management Insights.
2023 “Could AI help bring about the four-day work week?” & “How to compete with AI and win in the job market,” Beyond UBC.
2022 “Finally Heading Back to the Office? It’s Getting More Expensive to Do That,” CBC News.
2022 “How a Four-Day Workweek Could Benefit Women,” in The Globe and Mail.
2022 “UBC researchers warn that complaining about your job online can sometimes make you feel worse,” Insights at UBC Sauder.
2021 “Companies That Snub Monitoring Software Can Thrive during COVID-19 Pandemic,” in The Globe and Mail.
2019 “Study Finds Using Machine Learning Can Hire Better Teachers,” Insights at UBC Sauder.

(d) *Other*

3. **BOOKS**

(a) *Authored*

(b) *Edited*

(c) *Chapters*

4. **PATENTS**

5. **SPECIAL COPYRIGHTS**

6. **ARTISTIC WORKS, PERFORMANCES, DESIGNS**

7. **OTHER WORKS**

8. **WORK SUBMITTED (including publisher and date of submission)**

9. **WORK IN PROGRESS (including degree of completion)**

- **Sajjadiani, S.**, Seidel, M.D., Shiva, A., Raynard, M. (2023) "Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks" (Working paper, finalizing to submit to *Organization Science*)
- **Sajjadiani, S.** van Jaarsveld, D, Walker, D, & Voiseux, G. Applications of AI in understanding the work outcomes of service encounters, (Data analysis)
- Lee, K., & **Sajjadiani S.** #TwitterIsDead: Diagnosing Organizational Death while Living through Change, ((Data Analysis))
- **Sajjadiani, S.** The Effects of Early Social Networks on Career Success: A Network Machine Learning Approach (Data Analysis)
- **Sajjadiani, S.** The Day I Quit: Analyzing the Turnover-Recovery Processes of Job Searching and Career Mobility following Voluntary Turnover (Data Analysis)
- **Sajjadiani, S.**, Bryan, C, Paluch, B., Kang, S., Understanding Effects of Diversity Events on DEI initiatives.(Data Analysis)