

(d) *Graduate Program Supervision*

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

(e) *Continuing Education Activities*

- October, 2019 – Sauder Food for Thought: Fresh Perspectives from New Faculty
- October 25-26, 2019 – IDEaS (*Interpretive Data Science in Management Research Workshop*), Uiniversity of Alberta

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

(g) *Other*

9. SCHOLARLY AND PROFESSIONAL ACTIVITIES

(a) *Areas of special interest and accomplishments*

(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	5000	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
IDG	The spillover Effects of Police Brutality against Visible Minority Groups on Work Outcomes	C	23,000	2020-2021	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)*

- *HR Analytics. HR Option’s Industry Night, March 2020*
- *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*
- *HR Analytics. HR Option’s Industry Night, March 2019*
- *My Research Journey. Guest Lecture for Keith Head’s COMM 693 class. November, 2018*
- *Navigating Job Market. Sauder Women Scholars, In Conversation Over Lunch series, November, 2018*
- *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.*
 - *DeGroote 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*

(e) *Other Presentations*

(f) *Other*

- **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 2019
- **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

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

10. **SERVICE TO THE UNIVERSITY**

(a) *Areas of special interest and accomplishments*

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

- OBHR Hiring Committee, Sauder School of Business, 2018- Present
- OBHR PhD Student Recruitment, 2018- Present

(c) *Other service, including dates*

- Judge for JDC West case competition practices, December 2018 and January 2019

11. **SERVICE TO THE COMMUNITY**

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

- 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
- Personnel Psychology, Ad Hoc Reviewer, 2019-Present
- Journal of Management, Ad Hoc Reviewer, 2019-Present
- Academy of Management, Ad Hoc Reviewer, 2019-Present
- Society of Industrial and Organizational Psychology (SIOP), Ad Hoc Reviewer, 2016-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)*

- Excellence in Teaching Award, Carlson School of Management, University of Minnesota - Fall 2017

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

- Featured Article in the Journal of Applied Psychology
 - **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.*)
- Best Conference Paper, The 68th Labor and Employment Relations Association (LERA) Meeting in Minneapolis, MN - May 2016
 - 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: May, 2020

1. REFEREED PUBLICATIONS

(a) Journals

- **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

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

(c) Other

2. NON-REFEREED PUBLICATIONS

(a) Journals

(b) Conference Proceedings

(c) 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.,** Benson, A., & Kammeyer-Mueller, J. Organizational Context, Staffing Events, and Work Outcomes: A Dynamic Analysis Approach. (Working paper)
- **Sajjadiani, S.,** Seidel, M., & Ries, J., Training the Machine: Reducing the Adverse Impact of Human Biases in Hiring. (Data Collection)
- Ali, A. **Sajjadiani, S.,** Benson, A. The spillover Effects of Police Brutality against Visible Minority Groups on Work Outcomes. (Data Analysis)
- **Sajjadiani, S.,** Vijayaraghavan, R., & Benson, A. A Remedy for Peter Principle: Using Machine Learning to Predict the Right Fit for Promotion. (Theory development)
- **Sajjadiani, S.** Dynamics of Team Affective Tone, Demographic Composition of Teams, and Work Outcomes. (Theory development)
- **Sajjadiani, S.** Investigating the Psychological Mechanisms between Incentive Designs and Work Outcomes. (Theory development)
- **Sajjadiani, S.** The effects of Career Interruptions on Future Career Directions. (Theory development)

