

## SERENA G. SOHRAB<sup>1</sup>

Faculty of Business and Information Technology  
Ontario Tech University  
[Serena.Sohrab@ontariotechu.ca](mailto:Serena.Sohrab@ontariotechu.ca)

### ACADEMIC POSITIONS

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Associate Professor of Management, 2021-present

- Faculty of Business and IT, Ontario Tech University

Visiting Associate Professor of Organizational Behaviour, 2021 – present

- London Business School

Assistant Professor of Management, 2014-2021

- Faculty of Business and IT, Ontario Tech University

### EDUCATION

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Ph.D. in Organizational Behavior, 2014

- Schulich School of Business, York University

MBA, 2006

- Sharif University of Technology

B.Sc., Electrical Engineering, 2001

- Sharif University of Technology

### RESEARCH

#### RESEARCH AWARDS

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- Top Paper Award (with Keri Stephens and Mary J. Waller), Public Relations Division, National Communication Association Convention, Baltimore, MD, 2019
- Nominated for York University Best Dissertation Award, 2014
- Nominated for J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups, 2014

#### PUBLICATIONS

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- Sohrab, S.G., Uitdewilligen, S., & Waller, M. J. (2022). The Temporal Structure of Team Interaction Under Asymmetric Information Distribution: The Solution Fixation Trap, *Journal of Organizational Behavior*, 43 (5): 982-911. <https://doi.org/10.1002/job.2592>

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<sup>1</sup> In April 2015, I officially changed my first name from Golchehreh to Serena.

- Sohrab, S. G., & Basir, N. (2021, November 4). Navigating Work While Undergoing Fertility Treatments. **Harvard Business Review Digital Articles**. <https://hbr.org/2021/11/navigating-work-while-undergoing-fertility-treatments>
- Sohrab, S. G., & Basir, N. (2020, November 11). Employers, It's Time to Talk about Infertility. **Harvard Business Review Digital Articles**. <https://hbr.org/2020/11/employers-its-time-to-talk-about-infertility>.
- Stephens, K. K., Waller, M. J., & Sohrab, S. G. (2019). Over-Emoting and Perceptions of Sincerity: Effects of Nuanced Displays of Emotions and Chosen Words on Credibility Perceptions During a Crisis, **Public Relations Review**, 45(5): 1-8. <https://doi.org/10.1016/j.pubrev.2019.101841>
- Sohrab, S. G., Waller, M. J., & Kaplan, S. (2015). Exploring the Hidden Profile Paradigm: A Literature Review and Analysis, **Small Group Research**, 46(5): 489-535. <https://doi.org/10.1177/1046496415599068>
- Waller, M.J., Sohrab, G., & Ma, B. (2013). Beyond 12 Angry Men: Thin-Slicing Film to Illustrate Emergent Team Dynamics, **Small Group Research**, 44(4): 446-465. <https://doi.org/10.1177/1046496413487409>
- Sohrab, G. (2009). The Interplay between Institutional Forces and Organizational Identity, Administrative Science Association of Canada Proceedings.

----- *Chapters in Edited Books* -----

- Sohrab, S. G. & Karambayya, R. (2016). Women in Management in Iran. In A. M. Richardsen, & R. J. Burke (Eds.), **Women in Management Worldwide: Signs of Progress**, 3<sup>rd</sup> ed.: 285 - 308, Abingdon, UK: Routledge Publishing. <https://doi.org/10.4324/9781315546742>
- Sohrab, G., Karambayya, R., & Burke, R. J. (2011). Women in Management in Canada. In M. J. Davidson, & R. J. Burke (Eds.), **Women in Management Worldwide: Progress and Prospects**, 2<sup>nd</sup> ed.: 165-181. Surrey, UK: Gower Publishing.

## RESEARCH FUNDING AND SCHOLARSHIP

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- Insight Development Grant, Social Sciences and Humanities Research Council (SSHRC), with Nada Basir (\$63,297), 2021
- SSHRC Explore Grant, Ontario Tech University, with Nada Basir (\$6,900), 2021
- University of Waterloo/SSHRC Robert Harding/Loid Claxton Humanities and Social Sciences Endowment Fund Research Award, with Nada Basir (\$6,975), 2020
- Start-up Fund, Ontario Tech University (\$20,000), 2014
- SSHRC Doctoral Fellowship (\$40,000), 2009
- Ontario Graduate Scholarship, Government of Ontario (\$15000), 2009 (Recipient, but not accepted)
- Doctoral Research Award for the Study of Women in Management, Schulich School of Business (\$500), 2009

- Doctoral Research Award for the Study of Women in Management, Schulich School of Business (\$500), 2008
- Schulich Entrance Scholarship of Merit, Schulich School of Business (Awarded to a selected number of entering students based on academic excellence) (\$12,100), 2007

## **WORK IN PROGRESS**

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- The Impact of Infertility Treatments on Work, with Nada Basir and Jamie J. Ladge (Writing stage; Target journal: *Academy of Management Journal*)
- Solution Fixation Trap, with Mary J. Waller and Sjir Uitdewilligen (Writing based on accepted proposal; *Harvard Business Review Digital*)
- The Impact of Infertility Treatments on Promotion, with Nada Basir and Aneeta Rattan (Data collection stage)
- The Impact of Infertility Treatments on Careers of Women in Academia, with Nada Basir (Literature review stage)
- Managing a Real-World Unexpected Event: Trajectories of Routine and Non-routine Activities, with Marlys Christianson and Mary J. Waller (Writing stage)

## **REFEREED PROFESSIONAL DEVELOPMENT WORKSHOPS**

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- Sohrab, S. G., Moteabbed, S., Javadian, G. (2021). When Is the Right Time to Grow My Family? Hidden Challenges of Family Planning in Academia and Beyond, *Academy of Management Annual Conference*, Virtual.
- Sohrab, S. G., Moteabbed, S., Javadian, G. (2020). When Is the Right Time to Grow My Family? Hidden Challenges of Family Planning in Academia and Beyond, *Academy of Management Annual Conference*, Virtual.
- McLeod, P. L., Schreiber, L., Sohrab, S. G., & Waller, M. J. (Alphabetical order) (2015). Experiential Approaches to Teaching about Small Groups, *Interdisciplinary Network for Group Research Annual Conference*, Pittsburgh, PA.
- Waller, M.J., Sohrab, G., & Ma, B. (2013). Pedagogical Insights for Teaching Teamwork. *Academy of Management Annual Conference*, Orlando, FL.

## **REFEREED CONFERENCE PRESENTATIONS**

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- Stephens, K. K., Sohrab, S. G., & Waller, M. J. (2019). Surviving a crisis with an inexperienced spokesperson: Effects of nuanced displays of emotions and chosen words on spokesperson credibility, National Communication Association Convention, Baltimore, MD. **Top Paper**, Public Relations Division.
- Christianson, M., Sohrab, S. G., & Waller, M. J. (2018). Managing a Real-World Unexpected Event: Trajectories of Routine and Non-routine Activities. *Academy of Management Annual Conference*, Chicago, IL.

- Christianson, M., Sohrab, S. G., & Waller, M. J. (2018). Tracing Trajectories: Analyzing and Visualizing Unfolding Sequences of Action. Academy of Management Annual Conference, Chicago, IL.
- Lehmann-Willenbrock, N., Kennedy, D. M., Meinecke, A. L., Sohrab, S. G., Kauffeld, S., Knight, A. P., & Waller, M. J. (2016). New Methods for Analyzing Group Interactions: A Multidisciplinary Symposium, Interdisciplinary Network for Group Research Annual Conference, Helsinki, Finland.
- Sohrab, S. G., Tasa, K., & Waller, M. J. (2015). Leadership Style and Team Adaptation to Loss of the Leader, Interdisciplinary Network for Group Research Annual Conference, Pittsburgh, PA.
- Sohrab, G., & Waller, M. J. (2014). Team Interaction under Asymmetric Information Distribution Conditions, Interdisciplinary Network for Group Research Annual Conference, Raleigh, NC.
- Sohrab, G., & Waller, M. J. (2014). How to Use Flexible Phase Mapping Technique to Analyze Temporal Patterns of Team Interactions, Interdisciplinary Network for Group Research Annual Conference, Raleigh, NC.
- Sohrab, G. (2012). Patterns of Team Information Processing in Times of Crisis. Academy of Management Annual Conference, Boston, MA.
- Sohrab, G., & Waller, M.J. (2012). Team Adaptation to Nonroutine Events: A Social Identity Perspective. Interdisciplinary Network for Group Research Annual Conference, Chicago, IL.
- Sohrab, G. (2011). The Input-Mediator-Outcome Framework as a Lens of Understanding Hidden Profile Paradigm: A Literature Review. Interdisciplinary Network for Group Research Annual Conference, Minneapolis, MN.
- Sohrab, G. (2011). Team Identity and Adaptive Group Responses to Non-routine Events. European Association of Work and Organizational Psychology Annual Conference, Maastricht, the Netherlands.

## INVITED TALKS

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- Walking Across Coals: Resource Depletion and Revival of Resource-Demand Equilibrium among Women Undergoing Fertility Treatment. *London Business School*, 2022.
- Supporting Employees with Family Forming, While Managing Costs. *From Day One*, 2021.
- The Postponed Motherhood Cost: The Impact of Infertility on Women's Careers. *Divisional Grand Rounds (Medical Oncology and Hematology Division)*, University Health Network, Toronto, Canada, 2021.
- The Postponed Motherhood Cost: The Impact of Infertility on Women's Careers. *IDEA Seminar Series*, University Health Network, Toronto, Canada, 2021.
- Winning Body Language. Alumni Engagement Meeting, *Ontario Tech University*, Oshawa, Canada, 2020.
- Lead Like a Woman. Women in Business, *Ontario Tech University*, Oshawa, Canada, 2017.

- Winning Body Language. *University Communicators Connect Network*, Ontario Tech University, Oshawa, Canada, 2016.

## **MEDIA APPEARANCE**

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- Women at Work Newsletter, Harvard Business Review (2021, September 30).
- CBC.ca (2020, November 2). <https://www.cbc.ca/news/canada/toronto/iranian-artist-tirgan-aghdashloo-me-too-1.5783837>
- Toronto.com (2020, July 9). <https://www.toronto.com/news-story/10057974-scugog-firefighters-sound-alarm-over-community-safety/>
- The Spark magazine (Spring 2020, Issue 8). <https://thesparkmagazine.ca/past-issues/>
- Durham Region Media Group (2020, May 19). <https://www.durhamregion.com/news-story/9988311--beyondcovid-working-from-home-may-become-new-normal-for-many-in-durham-region/>

## **TEACHING**

### **TEACHING AWARDS**

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- Award of Excellence in Teaching, Faculty of Business and IT, Ontario Tech University, 2018
- Award of Excellence in Teaching (nominated), Ontario Tech University, 2018
- Student Choice Award (nominated), Ontario Tech University, 2018

### **TEACHING EXPERIENCE**

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#### **Graduate**

*Schulich School of Business, York University*

- Managing Team Dynamics, 2014

#### **Undergraduate**

*Faculty of Business and IT, Ontario Tech University*

- Managing Team Dynamics, 2019-2020
- The Management of Change, 2013-2021
- Developing Management Skills, 2014-2021
- Recruitment and Selection, 2018

*Schulich School of Business, York University*

- Behavioural Components of Organizations, 2010

## PROFESSIONAL SERVICE (SELECTED)

### ACADEMIC COMMUNITY

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- Serving on the **editorial board** of *Organizational Psychology Review*, 2019 – present
- Serving on Social Sciences and Humanities Research Council’s (SSHRC) Insight Development Grants Adjudication Committee, 2022
- Ad-hoc Reviewer for:
  - Journal of Organizational Behavior
  - European Journal of Work and Organizational Psychology
  - Equality, Diversity, and Inclusion: An International Journal
  - Group Processes and Intergroup Relations Journal
  - Academy of Management
  - Interdisciplinary Network for Group Research
  - European Association of Work and Organizational Psychology
  - Administrative Sciences Association of Canada

### UNIVERSITY LEVEL

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- Committees Served (Selected):
  - Bachelor of Commerce Curriculum Redesign Committee, 2019 – 2020
  - Teaching and Learning Advisory Committee, 2019 - 2020
  - Undergraduate Education Committee, 2020 – 2021
  - Research Ethics Board, 2015 – 2016
  - Graduate Education Committee, 2018 – 2019
  - Women and Research Working Group, 2017-2018
  - Research Committee, 2014 - 2015 & 2016 - 2018